

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: To:



INDEX GROUP
Your Partner in Sustainable Growth

50 Gulshan South Avenue, Gulshan Circle-1
Dhaka-1212, Bangladesh.
Phone: +880 2 9850847-49, 9850856
Fax: +880 2 9850854
E-mail: index@indexbd.org
Web: <http://www.indexgroupbd.com>

16.01.2019
Stakeholders
Index Group
Dhaka, Bangladesh


Ref: IG/UNGC/COP-19

Dear Stakeholders,

I am pleased to confirm that **INDEX GROUP** reaffirms its continuous support of the Ten (10) Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Through this annual Communication on Progress (COP) covering period from January 2018 to January 2019, our activities to continually support the integration of the Global Compact and its principles into our business strategy, culture and daily operations are briefly described. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,


Shafiullah Al Murtaza
CEO
Index Group



DESCRIPTION OF ACTIONS

• HUMAN RIGHTS

- a. To maintain proper and just non-discrimination, we have assured equal appointment of male and female employees in the workplace.
- b. Transparency of information which may affect the rights of the employee are openly disclosed through our primary Channel
- c. AN ISO certified HR policy are strictly observed around the workplace to make sure a suitable work-social life balance.

• LABOUR

- a. Flexible working periods are given for every employee to attend the office hours especially for the female employees.
- b. Our salary structure complies with international standard

• ENVIRONMENT

- a. Minimal as well as safe handling and storage are assured in our factories.
- b. Environmental and human health safety are assured thoroughly provided to every factory and workplaces.

• ANTI-CORRUPTION

- a. Our business concerns are well handedly plaid before setting up to minimize the chance of corruption
- b. Strict administrative and financial policy and regulations are implied in every transaction to reduce corruption.



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MEASUREMENT OF OUTCOMES

- Through our human rights action, our employee turnover is now near to zero percent.
- Working hour flexibility and standard wage management has attracted more and more female employees to join the team
- Disclosure of effective information has helped us to gain trust from employees, stakeholders, local and international communities.
- Anti-corruption task has motivated the employees, stake holders and communities to maintain accountability and transparency in action related to the company.