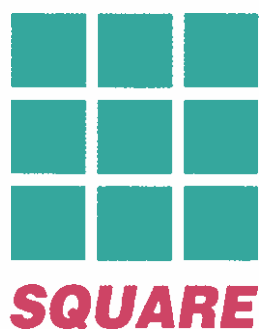


The United Nations Global Compact Communication on Progress (COP)



Name of Organization: **SQUARE Pharmaceuticals Ltd**

Sector: Pharmaceuticals & Biotechnology

Website: www.squarepharma.com.bd

Country of Headquarter: Dhaka, Bangladesh

Reporting Period: **January 2020 to December 2020.**

Our Statement of Continued Support for UN Global Compact

SQUARE Pharmaceuticals Ltd. is one of the pioneer signatories of the UN Global Compact in Bangladesh. UNGC principles are aligned with the company's culture from the very outset. So, signing UNGC was a public endorsement of what SQUARE had already been practicing. We strongly agree to increase the momentum to meet our commitment to UNGC.

Our professionals are accountable in identifying sustainable ways and creating shared value to life, environment and society at large. We run our business with transparency and maintain high ethical standard with zero tolerance to corruption and discrimination. We will continue to add more and diversify our efforts in going forward.



Tapan Chowdhury
Managing Director

Category	Commitment	Activities and Projects	Impacts and Results
<p>Human Rights</p> <p><i>Businesses should support and respect the protection of internationally proclaimed human rights and make sure they are not complicit in human rights abuses.</i></p> <p>(UNGC Principles 1-2)</p>	<p>We at SQUARE strive to ensure that our activities support the fundamental human rights, set out by the United Nation's Bill of Rights.</p>	<p><input type="checkbox"/> Informing Physician Community on Latest Development in Medical Science</p> <p>Being in the pharmaceutical sector, the Company maintains a very close relation with the physician community. The management believes a better informed and educated doctor community creates a win-win situation for all the stakeholders. For this purpose, SQUARE takes multiple initiatives under its Continual Medical Education (CME) programs.</p> <p>Our AgroVet Division also conducts seminar and clinical meeting across Bangladesh for Veterinary Doctors, Farmers and Quacks regularly to disseminate the updated information about different drugs. These meetings are organized by Veterinary Graduates of Veterinary Services Department (VSD).</p> <p>➤ The number of Continual Medical Education (CME) programs conducted in 2020 by Medical Services Department was 613 (539 seminar + 74 Webinar) and the number of plant visit was 06 and total number of participants were 46681.</p> <p>➤ In 2020 we have conducted many online CME (Continual Medical Education) program in different countries.</p> <ol style="list-style-type: none"> 1. We have arranged 24 webinars with 3800 participating doctors and healthcare professionals in Kenya. 2. We conducted 25 webinars in Myanmar, where participants were 4200 healthcare professionals. 	<p><input type="checkbox"/> These clinical meetings and seminars have the following impacts:</p> <ul style="list-style-type: none"> <input type="checkbox"/> A wealth of knowledge is shared among medical professionals. <input type="checkbox"/> A close relation with the physician community is maintained <input type="checkbox"/> Knowledge of products is increased significantly. <input type="checkbox"/> Medical professionals receive updated information on different drugs and other relevant information. <input type="checkbox"/> Better informed and educated community of doctors have been created through the Continual Medical Education (CME) programs of SQUARE. <input type="checkbox"/> These meetings are organized aiming to upgrade the day-to-day developments in the medical sector. These meetings act as a forum for training and knowledge-sharing among the medical professionals and often attended by experts on the respective subject as key-note speakers. <p><input type="checkbox"/> SQUARE conducts so many CME programs in different corner of the world to maintain a close relationship with the global physician communities.</p>

<p>Human Rights (UNGC Principles 1-2)</p>		<p>3. We Conducted 10 webinars in Nepal, where total participants were 2600.</p> <ul style="list-style-type: none"> ➤ SQUARE Pharmaceuticals Ltd. donated & distributed Face Shield, Hand Gloves, Face Masks, and Hand Sanitizer to different hospitals / institutions and to doctors in Kenya, Nepal, and Myanmar reaching almost over 40,000 healthcare professionals. ➤ The number of seminars and clinical meetings with quacks and village doctors were conducted in 2020 by the Veterinary Services Department and Aqua Services of AgroVet Division was 328 and the numbers of participants were 10,000 approximately. ➤ We have introduced 4 Vaccines from Boehringer Ingelheim for poultry sector in 2020 & also in a process of incorporating a number vaccine for veterinary sector. ➤ We have offered a campaign with Doctor of Veterinary Medicine Practitioners Group (DPG- Approx. 5000 members) to help a cancer patient (Doctor) as CSR activity & got a huge response. ➤ We have arranged 1378 farmers & 11 SAAOs & meetings in 2020 & no. of farmers covered by farmers meeting was 34450. We are now continuing 7 Agro Clinic. Total 500 coconut sapling distributed to Model farmers. 	<ul style="list-style-type: none"> <input type="checkbox"/> These meetings are organized aiming to upgrade the day-to-day developments in Agroveter and Aqua sectors. These meetings act as a forum for training and knowledge-sharing among the professionals. <input type="checkbox"/> As a result of this initiative, the poultry farmers community is benefitted from various contagious viral diseases of poultry. For example, Newcastle, Gumboro etc.
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<p>Human Rights (UNGC Principles 1-2)</p>		<p><input type="checkbox"/> SQUARE Publications: SQUARE publishes bulletins on a quarterly and half-yearly basis, which are distributed among the physicians of Bangladesh. These are Product Guide, Oshudh Nirdeshika, The SQUARE, Diabetes Newsletter, American Family Physician Journal, Women's Health, Neurotale, Insight Heart, GI café, Dermatological Newsletter etc. In 2020, due to restrictions for Covid-19 SQUARE only published 12 e-SQUARE.</p> <p>Response to Covid-19 Pandemic</p> <p><input type="checkbox"/> SQUARE handed over around 10,000 PPEs (Personal Protective Equipment) to the physicians working at different medical institutes during the crisis of COVID-19. Main recipients were physicians of the institutes providing COVID-19 treatment (e.g.- Kurmitola General Hospital, CMH etc.)</p> <p><input type="checkbox"/> Throughout the COVID-19 situation, SQUARE arranged numerous web-based programs where physicians of different specialties participated & gave advice to the patients. We 'live' broadcasted such programs through various health-related face book pages (Healthtube Bd, Raj TV, Doctors TV etc.) or, Zoom.</p> <p><input type="checkbox"/> SQUARE Toiletries Ltd. took initiative to place Sepnil Hand Sanitizer Stand at major shopping malls & mosque of Dhaka to create awareness of hygiene among mass. Besides Sepnil also</p>	<p><input type="checkbox"/> As a result of this initiative, the physician community is supported with contemporary and critical issues related to medicine, disease, medical innovation, etc.</p> <p><input type="checkbox"/> This initiative has been taken to help doctors to fight against Covid-19.</p> <p><input type="checkbox"/> These Web-based Patients' awareness & consultation programs are organized aiming to create awareness about living a healthy life.</p> <p><input type="checkbox"/> During Live Programs, Patients can directly communicate with Physicians and benefited by immediate solutions of their diseases which they are suffering.</p> <p><input type="checkbox"/> This program is helping mass people to make a habit of sanitize their hands regularly and be aware about Covid-19.</p>
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<p>Human Rights (UNGC Principles 1-2)</p>		<p>covered more than 10 major 'Puja Mandab' in different cities with free hand sanitizer; deployed Sepnil Hand Sanitizer trolley kits in 60 modern trade outlets.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Maasranga Television also on airs some TVC regularly to make awareness among people. For example, covid-19 awareness, maintain Traffic Law, Public Place Cleanliness, Sexual Harassment, Domestic Worker Violence, Food Poisoning and Safe Driving. <input type="checkbox"/> SQUARE donated medicines worth 25 lac for the treatment of the patients of Covid-19 to Bangladesh Army and they deployed it to the underprivileged community. <input type="checkbox"/> Square Group provided Free Emergency Ambulance Service for the Covid-19 infected patients of Pabna. <input type="checkbox"/> Since the beginning of Covid-19 crisis, Square Group has been distributing essential food and relief goods among thousands of impoverished families of Shujanagar Upozila, Hemayetpur Union, Maligacha Union, Atghoriya Upzila Pabna. We also Support Income-less Families at Yunus Ali School & College, Dweep Chor, Pabna with Food, Groceries, Fruit and Medicinal Plants. Square Group Standing Beside another 10,000 Families at Shamsul Huda Degree College, Tebunia, Pabna During the Crisis of Corona Pandemic. 	<ul style="list-style-type: none"> <input type="checkbox"/> These TVCs creates awareness among mass people. <input type="checkbox"/> This initiative helps to treat Covid-19 among the underprivileged community. <input type="checkbox"/> As a result of this initiative, the underprivileged community is supported with necessary medicines, ambulance facilities and also necessary food and relief goods to fight against Corona Pandemic.
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<p>Human Rights (UNGC Principles 1-2)</p>		<ul style="list-style-type: none"> <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has introduced Housing Scheme for the employees with a fund of 8DT 1 Billion. As per 2020, 27 persons are enjoying this facility. <input type="checkbox"/> The employees of SQUARE Pharmaceuticals Ltd. are enjoying health benefits on treatment for self, spouse, parents and children at SQUARE Hospitals Ltd. where employees are charging 50% and the rest 50% is being paid by the management of SQUARE Pharmaceuticals Ltd. <input type="checkbox"/> 'Emergency First Aid Foundation' is a voluntary organization which arranges various activities to support the deprived people of Bangladesh. Especially they arrange 'Free Medical Camp' in flood affected areas. SQUARE donated significant amount of medicines to this foundation to arrange 'Free Medical Camp' for the flood-victims of Roumari Upazilla, Kurigram in September 2020. <input type="checkbox"/> In May 2020, SQUARE introduced 2 exclusive videos on its official YouTube channel and Facebook page regarding detailed user guideline of Metered Dose Inhaler (MDI) and Dry Powder Inhaler (DPI). Patients often face some complications during use of such devices. Many patients want to know the right way of MDI & DPI use. <input type="checkbox"/> SQUARE Textiles Ltd. provides pick & drop services with school buses for the children of factory employees. Currently, total 237 students are enjoying this service. 	<ul style="list-style-type: none"> <input type="checkbox"/> Employees can take a home loan at a nominal service charge and with longer repay time to fulfill their dream of owning a home of their own. <input type="checkbox"/> Employees and their families are getting quality treatment from world class standard hospital in Bangladesh and reputed doctors at affordable cost. In 2020, 1028 employees have been benefitted and management paid Taka 15,178,494. <input type="checkbox"/> This initiative has been taken to provide free medicine to the poor people of the flood affected area. <input type="checkbox"/> These User Guideline videos regarding MDI & DPI will help the patients to take the asthma medicines through MDI & DPI properly. <input type="checkbox"/> Boosts the morale of the student. Creates future customers for SQUARE. The service generates employee satisfaction. The children enjoy a hassle free journey
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<p>Human Rights (UNGC Principles 1-2)</p>		<p><input type="checkbox"/> SQUARE HOSPITALS LTD. has extended "SQUARE Child Development Center" with the aim of working for those children who have Neuro Development Disorder. In the preliminary stage the children having autism, epilepsy, speaking problem etc. will be under supervision of pediatric Consultant and gradually there will be dedicated CDC doctors, Developmental Therapist, Child Psychologists, Speech and Vision Therapist and Child Counselor will be taking care of those special child.</p> <p><input type="checkbox"/> SQUARE Kindergarten, High School and College provides educational facilities for the boys and girls of the employees as well as to the children of the local community. As of 2020, there are 661 students in SQUARE Kindergarten, High School & College out of which 344 are female and 317 are male. Total 58 teachers out of which 15 are male and 43 are female and 29 staffs are there to provide adequate services.</p> <p><input type="checkbox"/> SQUARE Pharmaceuticals arranged a paid teacher for Abdul Hamid Dorji Govt. Primary & High School, mohakhali as they don't have adequate number of teachers for the quality education of the students. SQUARE will provide salary to that teacher for next three years. SQUARE will also help them by repairing their toilet to ensure the health and hygiene of the students and constructing teacher's room, study room.</p>	<p><input type="checkbox"/> This initiative helps the child having Neuro Development Disorder to get better treatment for leading a healthy life.</p> <p><input type="checkbox"/> This initiative enables the children of the employees to receive quality education at a subsidized rate and creates employee satisfaction. The children of the local community are equally benefitted with standard education.</p> <p><input type="checkbox"/> This initiative enables the children of Abdul Hamid Darji Govt. Primary and High School to receive quality education as well as better learning environment.</p>
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<p>Human Rights (UNGC Principles 1-2)</p>		<p><input type="checkbox"/> SQUARE established Dishari Computer Training Institute in Pabna to train the underprivileged community at free of cost and enable them to build their future with contemporary knowledge in computer science. In 2020, a total of 558 students received training out of which 234 are female and 324 are male. 23 students trained from Dishari Training Institute are working at the SQUARE group at present and 49 students are working with other companies.</p> <p><input type="checkbox"/> SQUARE operates a fuel station named Eakub Filling Station, which is run by women employees. At present 06 women are working here.</p> <p><input type="checkbox"/> SQUARE Toiletries Ltd. is partnering one of the projects of CARE by empowering women of JITA and BRAC. JITA, a sister concern of CARE Bangladesh and BRAC are humanitarian organizations committed to helping families in poor communities improve their lives and alleviate poverty. The project enables rural women to purchase our products from hubs at Trade Price (TP) and sell it to households at Maximum Retail Price (MRP), keeping the margin (not less than 10%) for themselves. At present, 333 JITA women in 255 Hubs and 90000 BRAC women are empowered as they are able to have their own source of income.</p> <p><input type="checkbox"/> "Meril Baby" (a brand of SQUARE Toiletries Ltd.) takes initiatives to make life better for Bangladeshi mothers by informing them of breastfeeding benefits and by helping them guide their babies to a healthy future. SQUARE</p>	<p><input type="checkbox"/> This initiative offers an alternative training solution to the community who are unable to afford costly training programs. Trainees are empowered as prospective users of future technology enabling them to build their future with contemporary knowledge in computer operations. This also helps to get them a better job and to become self-employed.</p> <p><input type="checkbox"/> The station generates employment opportunities to rural women allowing them to be self-sufficient. Women are empowered so that they can have their own source of income.</p> <p><input type="checkbox"/> This ensures product awareness and demand increases in rural areas and helps the poor rural women to experience the better and a safer way of living.</p> <p><input type="checkbox"/> Mothers are benefitted with adequate knowledge about breastfeeding, helping them guide their babies to a healthy future.</p>
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<p>Human Rights (UNGC Principles 1-2)</p>		<p>Toiletries Ltd. also disseminates vaccination information for Polio elimination from Bangladesh. 3.7 million Mothers were benefitted under this program. SQUARE also arranged breast feeding & a diaper changing room at International Trade Fairs and Bus station & Rail station of Dhaka and helped at least 90 thousand mothers with infants over last 5 years.</p> <ul style="list-style-type: none"> <input type="checkbox"/> SQUARE Toiletries Ltd. along with 'Save the Children and 'Bill & Melinda Gates foundation' initiated a 24/7 helpline system for young mothers named 'Supermom'. More than 2 Lac mothers took advice through this helpline in 2017-2020. <input type="checkbox"/> Maasranga Television (a sister concern of SQUARE Group) broadcasts live "SQUARE Hospital Doctor's Chamber" every Friday. This is a program where Doctors and senior consultants communicate directly with patients over the telephone, providing valuable information and advice on various important topics related to diseases and treatment. In 2020, some important topics were Recurrent Depression, Childhood Obesity and Keto Diet, how pregnant women can be safe from Covid19, Mental health, Covid-19 Treatment from survivor's experience, cardiac surgery in pandemic, Breast cancer and urological emergency etc. <input type="checkbox"/> SQUARE Toiletries Ltd. undertook stand against all sorts of domestic violence like head shaving, hair holding without consent) for women, many of whom become the prey of that situation in their lifetime. Jui – the shining hair care brand 	<ul style="list-style-type: none"> <input type="checkbox"/> Mothers took advice for their babies' health problems through this helpline. <input type="checkbox"/> This initiative creates health awareness among the mass population. Valuable information and advice on various important topics related to diseases and treatment are provided through the program. <input type="checkbox"/> This initiative creates awareness among the mass population against domestic violence of the women. Women are now using this helpline number (08000888000) for assistance regarding domestic violence and psychological counseling. Rate of such incidents are now in a state of decline.
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	<p>of SQUARE, stands and promotes the uncompromising spirit of women. Many women are now using our helpline number (08000888000) for assistance and psychological counseling.</p> <p><input type="checkbox"/> SQUARE Toiletries Ltd. started 'Hashun Pran Khule' campaign in last December'17 as the joint initiative of Meril Lip Care and Smile Train USA to create awareness among the common people regarding the reasons behind lip cleft and palates while pregnancy and its treatment. Under this campaign, free lip or palate treatment is being provided through specialist doctors. Meril Lip Care's helpline is 08000888000 and provide detailed information about the child with this problem. More than 12000 children got the treatment under this campaign till 2020.</p> <p><input type="checkbox"/> "Meril Splash" (a brand of SQUARE Toiletries Ltd.) engaged Dr. Mehtab Khanom, an eminent educationist and an activist in the field of psycho-social counseling for psychological counseling through Supermom number (08000888000& website- supermombd.com) regarding various complexities and problems related to health and psychology of babies that parents face during rearing them. She and her associates' advice not only about baby's mental health, but also about mental health of elders.</p> <p><input type="checkbox"/> SQUARE Toiletries provide free blood pressure check-up and more than 8 Lac Zerocal sachets (free) to the morning walkers, in community gatherings, events in the last couple of years.</p>	<p><input type="checkbox"/> This campaign educates them about the reasons behind lip, cleft and palates while pregnancy and its treatment. Also free treatment helps the poor patients for a healthier future.</p> <p><input type="checkbox"/> There are a limited number of psychiatrists against a huge number of patients (10 million). As a result, everyone does not get easy access to these few psychiatrists. Through this initiative, SQUARE made it easier for people to receive psycho-social counseling.</p> <p><input type="checkbox"/> This initiative creates health awareness among the mass population.</p>
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Category	Commitment	Activities and Projects	Impacts and Results
<p>Labor Standards</p> <p><i>Businesses should uphold the freedom of association, the effective recognition of the right to collective bargaining, the elimination of all forms of forced labor, the abolition of child labor and the elimination of discrimination in respect of employment and occupation.</i></p> <p>(UNGC Principles</p>	<p>We respect the right of workers to join an association and engage in constructive dialogue with the workers' representatives. We follow ethical practices and labor standards at the workplace. At SQUARE, we do not recruit any child labor and do not have any forced/bonded labor engagement policy. We also provide safe working conditions for all. We appreciate the individuality of our workers and treat them fairly, equally and respectfully regardless of personal characteristics such as nationality, gender, age, ethnicity, religion, or disability.</p>	<p><input type="checkbox"/> SQUARE Food and Beverage arranged an award program to celebrate International Women's Day. In 2020, 4 women got "Radhuni Kirtimoti Shommanona 2019". The award is given under the areas of journalism, entrepreneurship, social welfare and sports.</p> <p><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. established Workers' Trade Union named "SQUARE Kormochari Samity" (Registration No: B-1322). There are around 2021 members of the Trade Union.</p> <p><input type="checkbox"/> Gratuity policy for the employees has been implemented as per the recent amendment in the Labor Law.</p> <p><input type="checkbox"/> Provident Fund (PF) has been with our practice for the benefit of the employees as per the labor law.</p> <p><input type="checkbox"/> Detailed background and reference verification is done as a part of recruitment & selection process to ensure no child is employed.</p> <p><input type="checkbox"/> In SQUARE, recruitment system is carried out based on the comparative study. Employees are selected based on their skills and competence. In 2020, total of 1107 employees were recruited under the system.</p> <p><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. runs the program "Shohoj Kisti Reen Prokalpa" under which employees can take a loan to purchase necessary</p>	<p><input type="checkbox"/> This award is provided to those females who achieve success in their relevant field. It's a recognition to show respect to their work.</p> <p><input type="checkbox"/> Now workers can share their feelings and views with the management without hesitation. Combined decision of workers and management give the employees proper job satisfaction.</p> <p><input type="checkbox"/> This ensures compliance with the Labor Law.</p> <p><input type="checkbox"/> This initiative helps to eliminate the risks of hiring child labor.</p> <p><input type="checkbox"/> Any possibility of discrimination based on gender, race or religion at the time of recruitment and selection is eliminated.</p> <p><input type="checkbox"/> Employees can take a loan to purchase necessary home appliances to improve their standard of living.</p>

<p>3-6)</p> <p>Labor Standards (UNGC Principles 3-6)</p>		<p>home appliances with a small service charge. In 2020, a total of 268 employees were benefitted by this scheme.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Female employees do not work during night shift operations. <input type="checkbox"/> Female employees are enjoying maternity benefits as per the Bangladesh Labor Law. <input type="checkbox"/> All of our employees are covered under mandatory Group Life Insurance. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. strictly maintains the labor law in terms of working hour and over time. <input type="checkbox"/> Disbursement of salary and wages of the employees has been done on the first day of the month without delay. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. allows festival leave, sick leave, casual leave and annual leave for the employees. <input type="checkbox"/> Factory employees get free medical and medicine facilities for sudden sickness in the workplace and also maintain regular health check-up through the medical center by dedicated plant physicians for the betterment of the employees. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. is providing profit sharing through WPPF (Workers' Profit Participation Fund) which is a direct payment and equally distributed to the employees depending on the company's profitability. 	<ul style="list-style-type: none"> <input type="checkbox"/> This ensures security and work-life balance of the female employees. <input type="checkbox"/> This initiative provides the female colleagues proper job security while enjoying Maternity Benefit and also can take good care of the newly born babies. <input type="checkbox"/> This ensures compliance with the Labor Law and employee satisfaction. <input type="checkbox"/> This initiative helps the employees to maintain work-life balance. <input type="checkbox"/> This practice helps the employees to lead a tension free family life. <input type="checkbox"/> The policy has been implemented as per the amendment in the Labor Law. <input type="checkbox"/> This ensures primary medical help to the employees in case of emergency and regular health check-up helps the employees to lead a healthy life. <input type="checkbox"/> The plan promotes healthy employer-employee relationship. The plan is an additional earning for employees as it is paid in addition to salary and bonuses.
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		<p><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. established "Safety Committee" & "Participation Committee" in which the number and responsibilities of Management & Worker Representatives are equal.</p> <p><input type="checkbox"/> SQUARE Group Ltd. provides day care and Breast-feeding center facilities to the children of female workers. Currently there are 4 Baby care Centers in SQUARE Textiles Ltd. where 7 caregivers are taking care of 45 children from 6 am to 10 pm. There are 5 breast feeding centers, where near about 54 female workers are availing this facility right now. In SQUARE Kindergarten High School & College, there are day care facility for the children of teachers, where 5 caregivers taking care of 11 children. There are also Day Care facility for our female workers in the factory of SQUARE toiletries and SQUARE Food & Beverages Ltd., where 4 caregivers are taking care of 18 children.</p> <p><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. joined Target Gender Equality (TGE), a gender equality accelerator programme for participating companies of the UN Global Compact. Square is working on equal women representation, participation and leadership in business.</p>	<p><input type="checkbox"/> Ensures compliance with the Labor Law and its amendments. "Safety Committee" helps to maintain proper safety of employees and "Participation Committee" create ownership among the workers.</p> <p><input type="checkbox"/> Employees are satisfied and give proper concentration at work, as they feel tension-free about their children's safety.</p>
		<p><input type="checkbox"/> Identified current gender equality performance through Women's Empowerment Principles Gender Gap Analysis Tool</p> <p><input type="checkbox"/> Analyzed existing level of women participation in Director, Manager and Executives level.</p>	<p><input type="checkbox"/> Ensures compliance with the Labor Law and its amendments. "Safety Committee" helps to maintain proper safety of employees and "Participation Committee" create ownership among the workers.</p> <p><input type="checkbox"/> Employees are satisfied and give proper concentration at work, as they feel tension-free about their children's safety.</p>
Category	Commitment	Activities and Projects	Impacts and Results
Environment <i>Businesses should support a</i>	We strive to be a leader in all aspects of environmental protection and systematically identify and manage	<p><input type="checkbox"/> We utilize Effluent Treatment Plant (ETP) in our manufacturing plants. Treated water by ETP is used for maintaining Green belt around plants. SQUARE's Environmental license has been updated on a continuous basis. Chemical Oxygen Demand</p>	<p><input type="checkbox"/> Our stakeholders are satisfied to our environmental practices. ETP's treated water is re-used for gardening & car washing purpose. It is reducing the use of underground water consumption.</p>

<p><i>precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility. Businesses should also encourage the development and diffusion of environmentally friendly technologies.</i></p> <p>(UNGC Principles 7-9)</p>	<p>environmental risks in our activities and over the entire value chain of our products and services. We make efficient use of natural resources and minimize the environmental impact of our activities and products over their life cycle.</p>	<p>(COD) of our ETP SPL is 44 mg/L and SFrL is 52 mg/L. (International Standard for COD has to be less than 400 mg/L for the efficacy of ETP).</p> <ul style="list-style-type: none"> <input type="checkbox"/> We use incinerators for disposing solid wastes to protect the environment from pollution. The exhaust temperature is cooled down to 200 deg C from 1100 deg C during operation using a cyclonic water scrubber. In 2020, a total of 72360 kilograms waste have been disposed through incinerator. <input type="checkbox"/> The successful establishment of large greeneries around SQUARE premises has been accomplished. Landscaping and rooftop garden have been developed on different floors, levels and also in different units. Allocated 1, 00,000 sqft area for reservation of natural water helps to maintain biodiversity at the plant. <input type="checkbox"/> A garden with some rare medicinal species has been introduced in kaliakoir plant of SQUARE Pharmaceuticals Ltd. in order to have more variety inside the premise. More than 500 plants have been planted on the main entrance area, nursery, inspection building, canteen, café & reception areas in the year 2020. <input type="checkbox"/> An artificial lake has been developed in SQUARE premises for storing surface water & 4 different water fountain have been installed at lake. Establishment of this lake & water fountain has some other benefits also. Such as- <ul style="list-style-type: none"> o Plays a vital role to maintain bio-diversity. 	<ul style="list-style-type: none"> <input type="checkbox"/> The cooling of exhaust temperature prevents the atmosphere from warming. <input type="checkbox"/> Soil erosion is prevented. Increases aesthetics around the compounds. Helps to protect from global warming. <input type="checkbox"/> In recognition of outstanding achievement in keeping healthy environment and protecting environment from pollution Square Pharmaceuticals Ltd. has been awarded "National Environment Award-2017". The award was received by Mr. Tapan Chowdhury, Managing Director of Square Pharmaceuticals Ltd. from Sheikh Hasina, the Honorable Prime Minister of Bangladesh. <input type="checkbox"/> It increases aesthetics around the compounds and maintain diversity among and within plant and animal species in the environment. <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has been awarded "President Award for Industrial Development" from Ministry Of Industry for Kaliakoir Plant. <input type="checkbox"/> Tree plantation with rare medicinal species has been planted in order to have more variety inside the premises. <input type="checkbox"/> It will be used as a reservoir of fire water and to increase the aesthetic beauty of the plant. It plays a vital role of diversity.
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<p>Environment (UNGC Principles 7-9)</p>		<ul style="list-style-type: none"> ○ Improves water quality ○ Enhances Fish Habitat ○ Serves as a reservoir of fire water ○ Reduces the Likelihood of Excessive Algae Growth ○ Decreases Mosquito Activity ○ Reduces the Accumulation of Bottom Sediment <p><input type="checkbox"/> 350 pcs Energy saving & 270 pcs motion sensors for lights have been introduced in big corridors of the building & other places where there is less personnel movement.</p> <p><input type="checkbox"/> All exhausts from the production buildings during the production process are HEPA (high-efficiency particulate air) filtered and water scrubber controlled.</p> <p><input type="checkbox"/> All generator & boiler exhausts are made as per standard height. Exhaust is released at a level 24 m high from ground.</p> <p><input type="checkbox"/> At Sabazpur Tea Co. Ltd. (a sister concern of SQUARE Group), we use organic fertilizer to produce tea. The tea garden uses natural pest & controls weed manually. It uses only renewable resources and maintains the soil's fertility. Our garden established 06 toilets (Men & women) in garden field. Labor quarters have 215 toilets and those accommodate 1020 garden workers. Further we have sunk (Tara Deep tube well = 04 pcs, Deep Tube well = 03 pcs, Ring well = 02 pcs, Tara shallow Tube well = 01 pcs) & 5 tube wells in the year 2020 for pure drinking water.</p>	<p>Allocated 1, 00,000 square ft. area for reservation of natural water which will help to keep biodiversity at plant premises.</p> <p><input type="checkbox"/> Reduced the power consumption and saves energy.</p> <p><input type="checkbox"/> No environmental pollution can occur from the production process since all airborne particles are arrested in HEPA (High-Efficiency Particulate Air) filter & in water scrubber.</p> <p><input type="checkbox"/> Environmentally friendly practices ensure the protection of the environment.</p> <p><input type="checkbox"/> Environmentally friendly practices ensure protection of wildlife and maintenance of biodiversity. Soil fertility is increased. Use of the toilets is ensuring the proper sanitation & hygiene of the garden workers as well as protecting the environment from being polluted.</p> <p><input type="checkbox"/> Sabazpur Tea Company Ltd. has been received "Organic Certificate (EU & NOP)" from Lacon GmbH Germany in 2017.</p>
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			<input type="checkbox"/> SQUARE Pharmaceuticals Ltd. established a recreation zone including indoor playing zone and library for the children of Sabazpur Tea garden workers. The employees of SQUARE Pharmaceuticals donated books and toys for the children of Sabazpur Tea Garden. Presently, there are approximately 30 children who are enjoying the Playing zone and library facility.	<input type="checkbox"/> This initiative will help the children to play with more than 250 toys & 210 books that can increase their knowledge which will also help them in educational and psychological development.
Category	Commitment	Activities and Projects		
Anti-Corruption <i>Businesses should work against corruption in all its forms, including extortion and bribery</i> (UNGC Principle 10)	At SQUARE, we do not tolerate any forms of bribery and corruption. Our employee code of conduct describes various policies and practices regarding appropriate conduct that are aimed to promote acceptable standards of the business and provides the employees a professional work environment. We observe the highest standards of professionalism in daily business activities	<input type="checkbox"/> SAP ERP Systems integrate the core business functions/processes <input type="checkbox"/> SQUARE follow & ensure "Zero Tolerance" against all kinds of corruption & we have an "Internal Audit" department which specifically deals with this issue. The head of "Internal Audit" directly report to the Managing Director to ensure better control. <input type="checkbox"/> Regular external and regulatory audits (both local & foreign) are conducted in SQUARE. <input type="checkbox"/> All newly joined employees went through an orientation program on business ethics & anti-corruption.		
		Impacts and Results		
		<input type="checkbox"/> Transparency in financial transactions is ensured. <input type="checkbox"/> Company assets are safeguarded against misappropriation and fraud. <input type="checkbox"/> Operations of the company run effectively and efficiently. <input type="checkbox"/> The cost of the company is optimized. <input type="checkbox"/> Built awareness among newly joined employees. <input type="checkbox"/> In recognition of corporate transparency & accountability, SQUARE pharmaceuticals Ltd. got the "National Corporate Governance Excellence Award" in 2017 from ICSB (Institute of Chartered Secretaries of Bangladesh). <input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has awarded "National Productivity and Quality Excellence Award" from National Productivity Organization.		