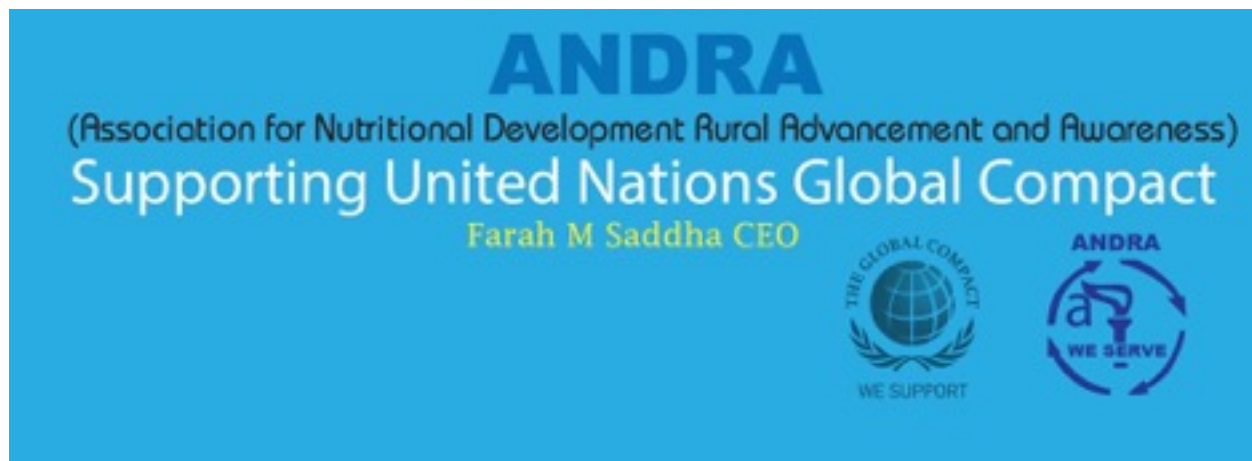


ANDRA

Communication on Progress

Year 2021



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PRINCIPLE 4 LABOUR STANDARDS The elimination of all forms of forced and compulsory labour

PRINCIPLE 5 LABOUR STANDARDS The effective abolition of child labour

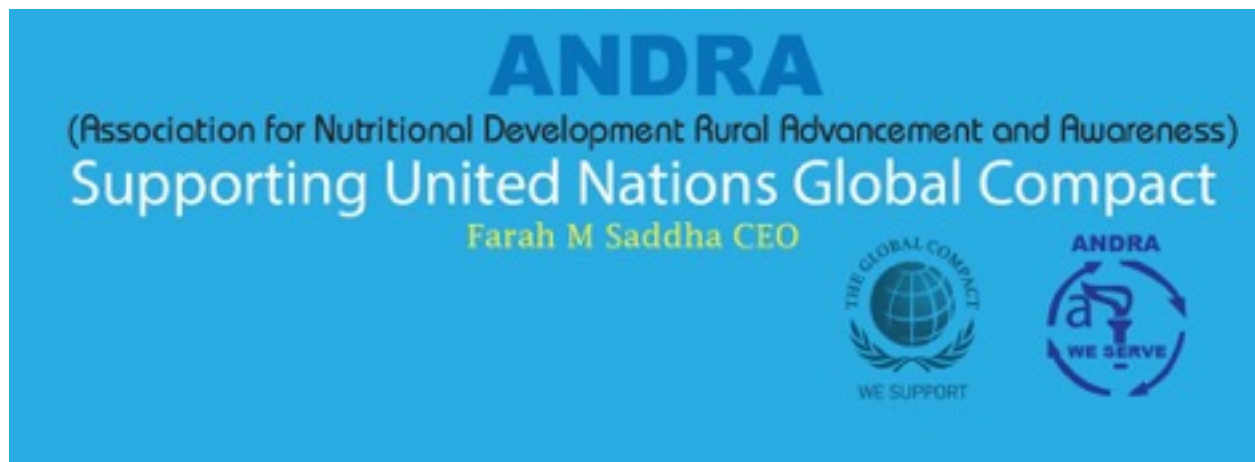
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About ANDRA

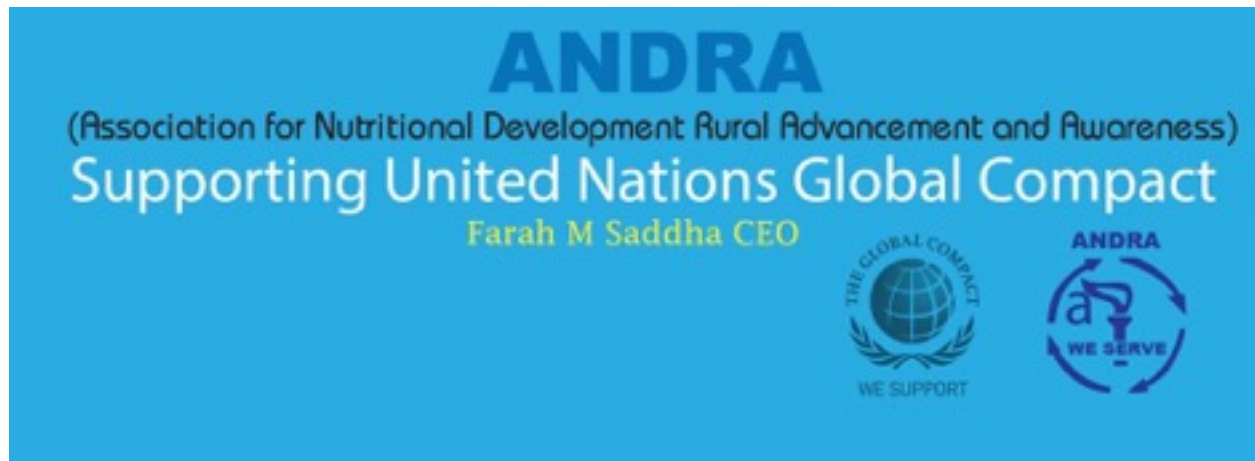
Association for Nutritional Development Rural Advancement and Awareness

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 centers 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 .**



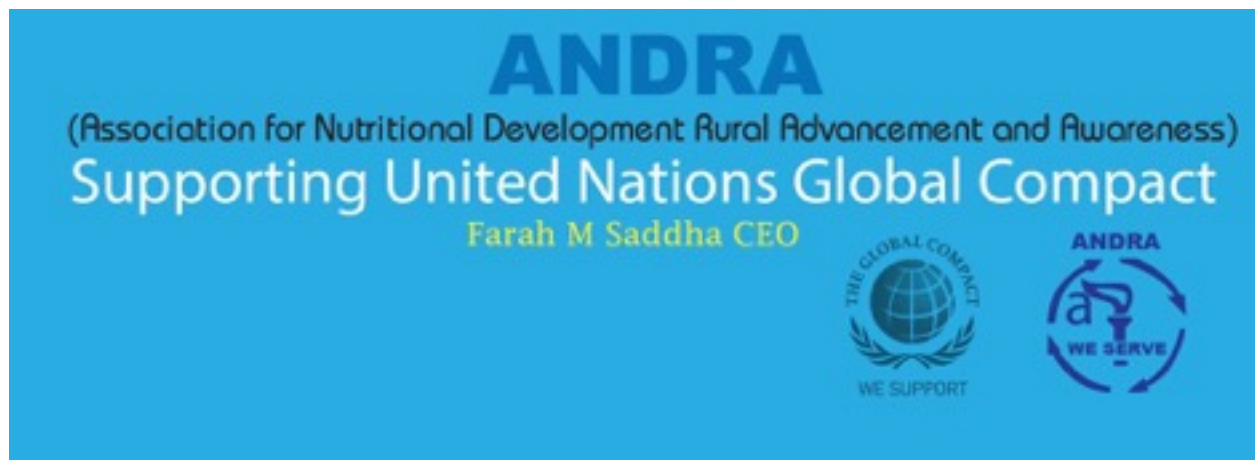
The ceo Message

The world has been suffering from the impact of coronavirus Pandemic . Andra has taken its initiatives and rolls to support those they need food , medicine kits and other necessary tools during the pandemic We also have implemented and aligned the SDG'S in our organisation to receive the maximum output . 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

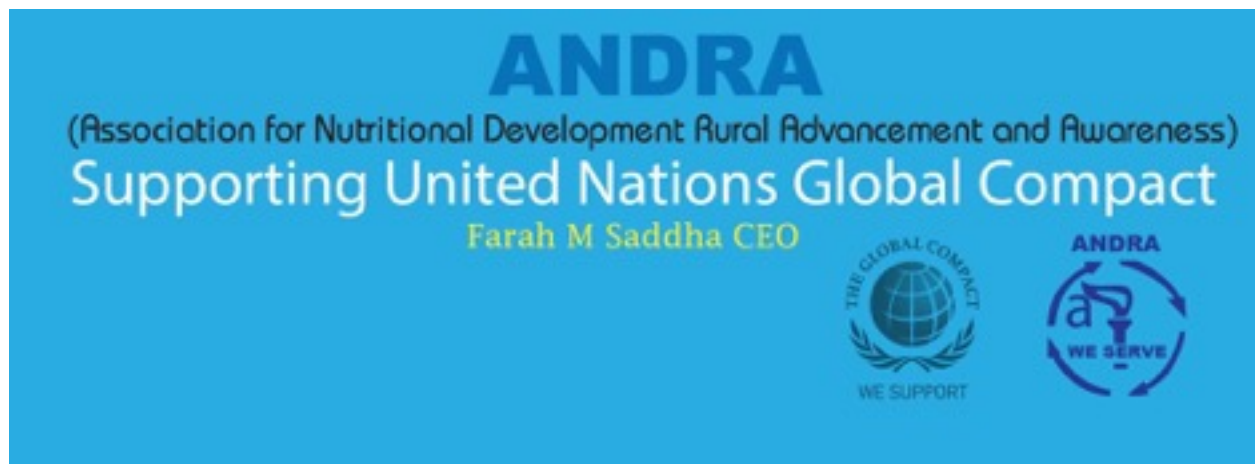
Andra becomes the address as the World Mother .

Vision

The children of this organisation one day will serve for man kind

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 'untreated' 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

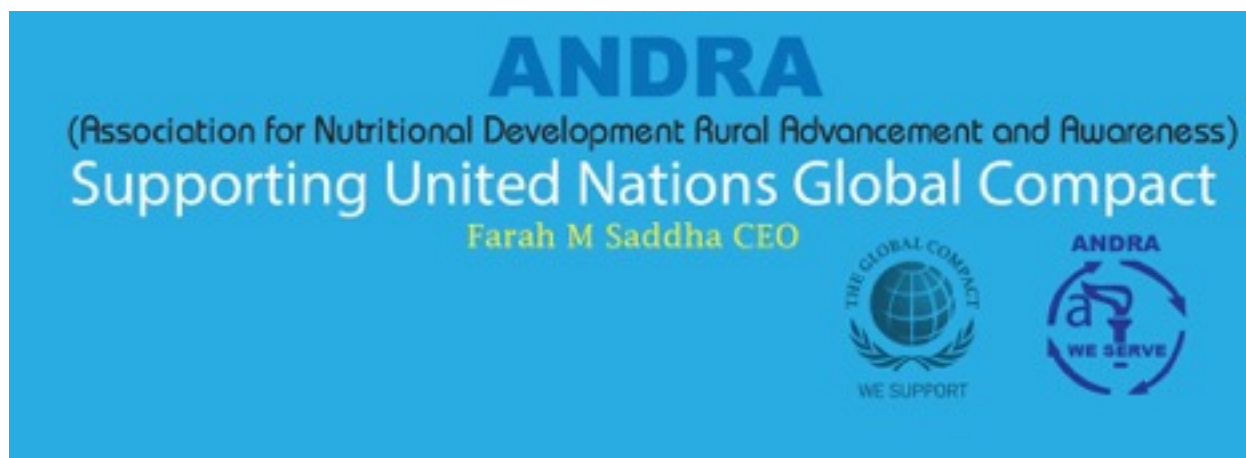
Description of the relevance of human rights for the company (i.e., human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

COMPANY POLICY

Our goal is to influence that our employees, all our business partners and stakeholders 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.

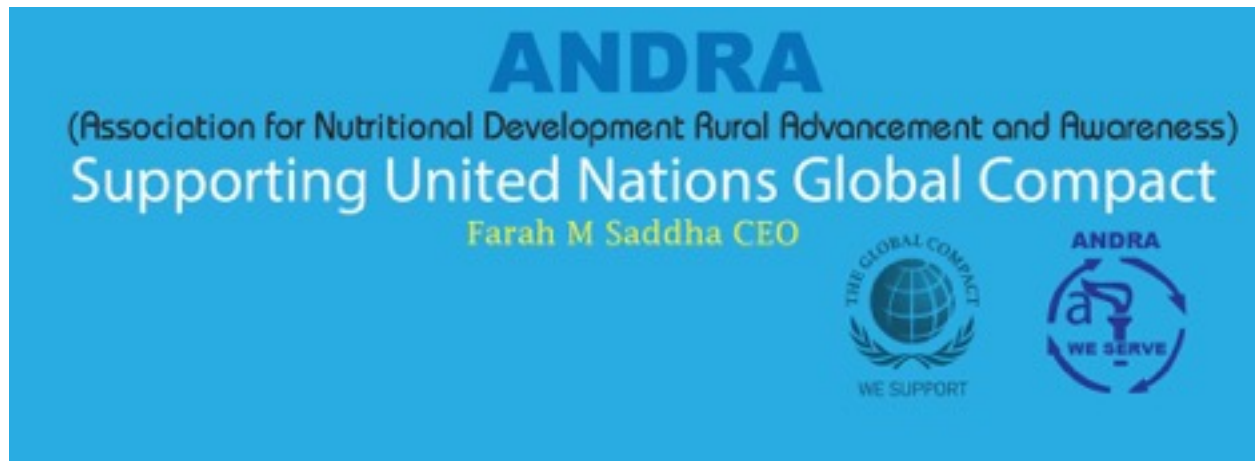


ACTIONS TAKEN IN THE LAST YEAR from Andra for human rights

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

- Food is a basic need and right of a human being .This a fundamental awareness that every human being needs to have .Our ‘ The golden Boat show’ is our tool to spread this message in social media.
- During the coronavirus pandemic we have provided food to the underprivileged .
- We have provided nutrition education through our ‘ The golden boat Show ‘ in the social media
- We have continued our ‘Zero Hunger ‘ campaigns to combat malnutrition and hunger <https://www.youtube.com/watch?v=tYY7Y3UlhDU>





- 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 .



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.

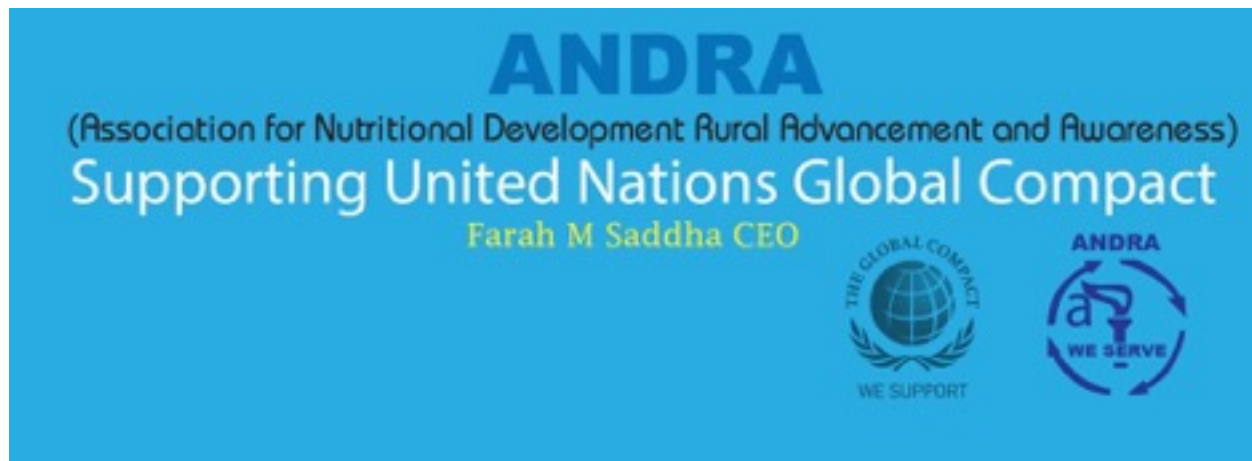
Goal 13 Take urgent action to combat climate change and its actions

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.





Targets

Build Knowledge and capacity to meet climate change Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Actions taken place

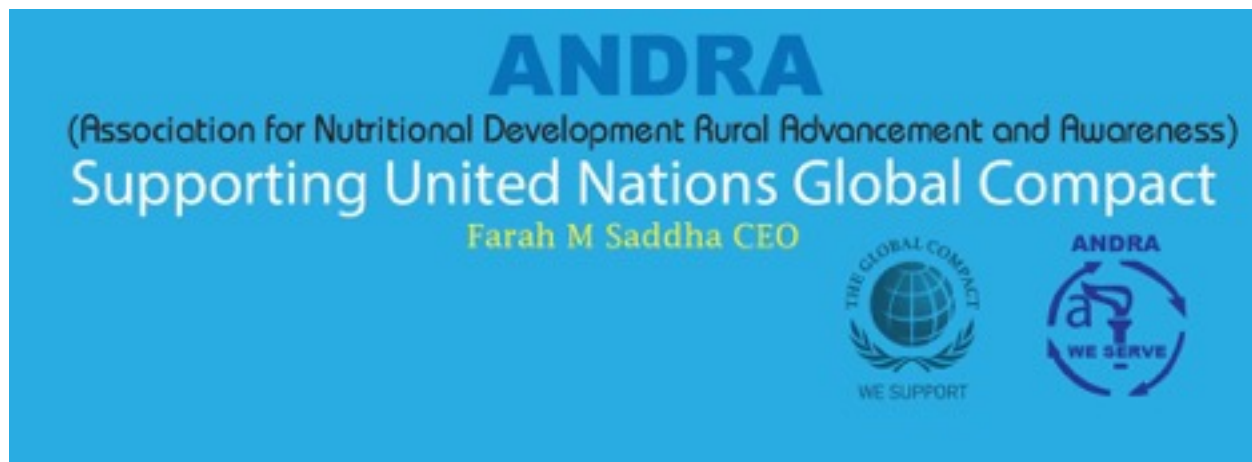
- We have continued our ‘Save the nature ‘ campaign to create awareness about climate change and its impact ,Pls check the news and video

<https://www.youtube.com/watch?v=4ydZzouh6k4>

- 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 Climate change and its impact .
- We have taken online climate change classes and seminars while due to the affect of coronavirus pandemic

Result No report about environment Hazard





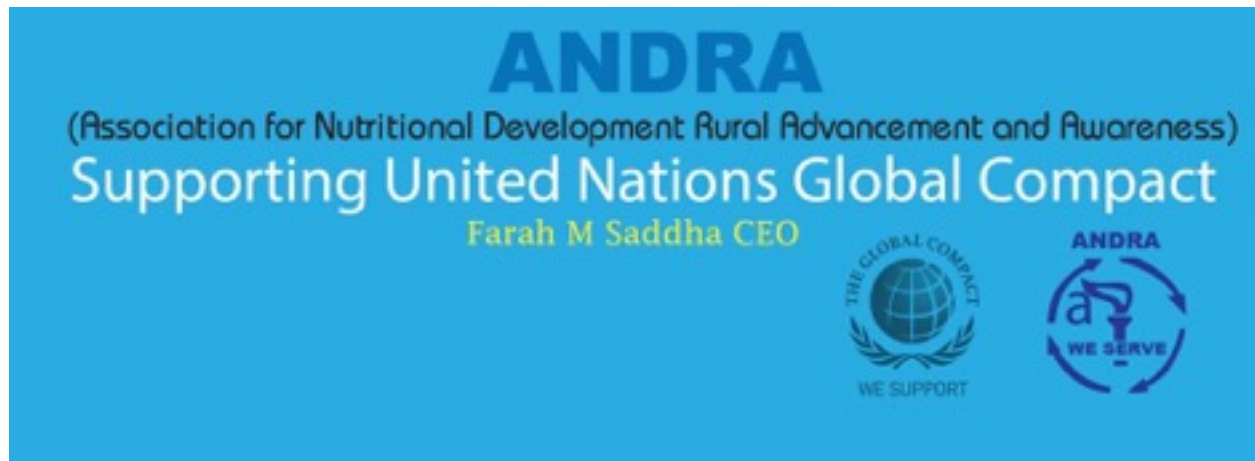
Labour Assessment, policy and goals

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.



ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION

Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

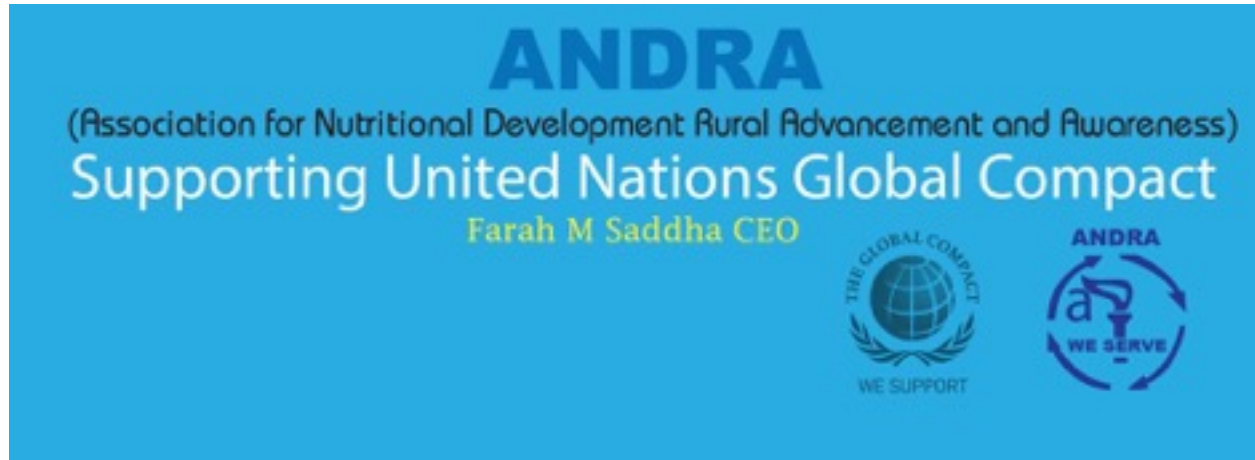


- ANDRA has continued to spread the message in social media by their show ‘The golden boat ‘ that women have an equal role to play in community for decision making , in leadership roles and even in house holds .<https://www.youtube.com/watch?v=FD8s016jqec> We have trained our employees to be aware of sexual harassment at work place .
- We have trained our employees about work place violences and discrimination against them.



- 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.

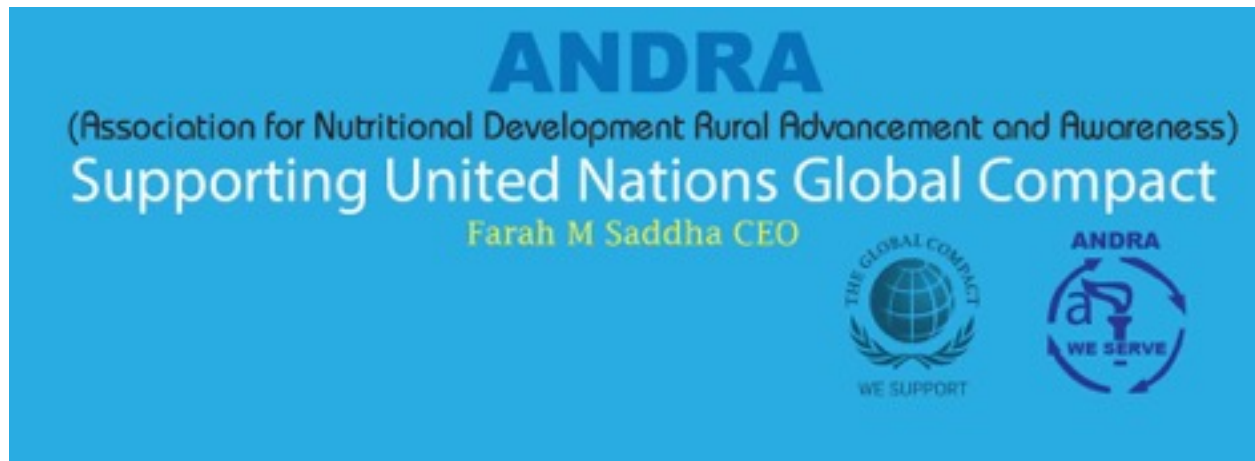
SDG 16 Peace , Justice and Strong institutes

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 continued our Anti Corruption seminars and social media shows to raise the voice for 'Zero corruption'





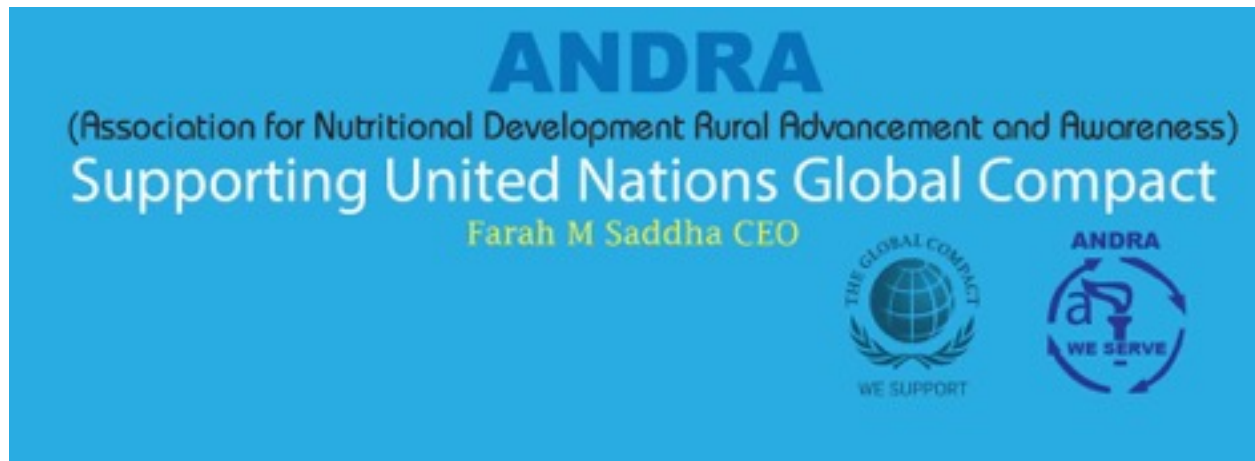
- We have promoted among our partners, customers, and public to aware about corruption and held seminars on ‘zero corruption’.
- We have designed and implemented a robust anti bribery and corruption compliance program .
- We have demonstrated ethical leadership by publishing a statement on human rights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



RESULTS

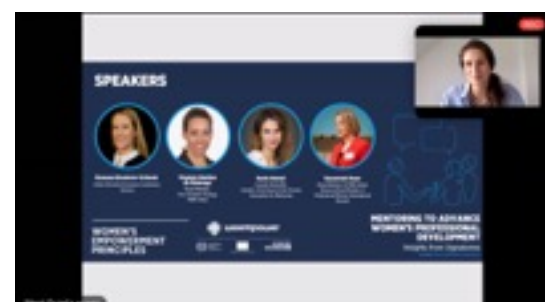
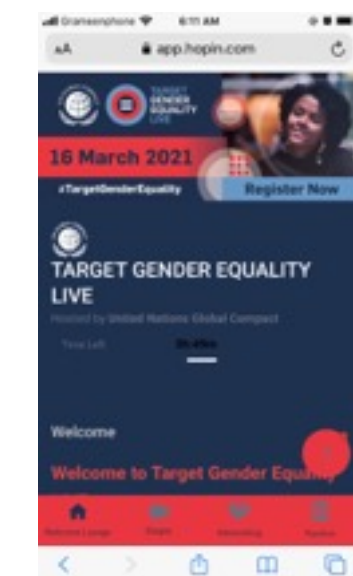
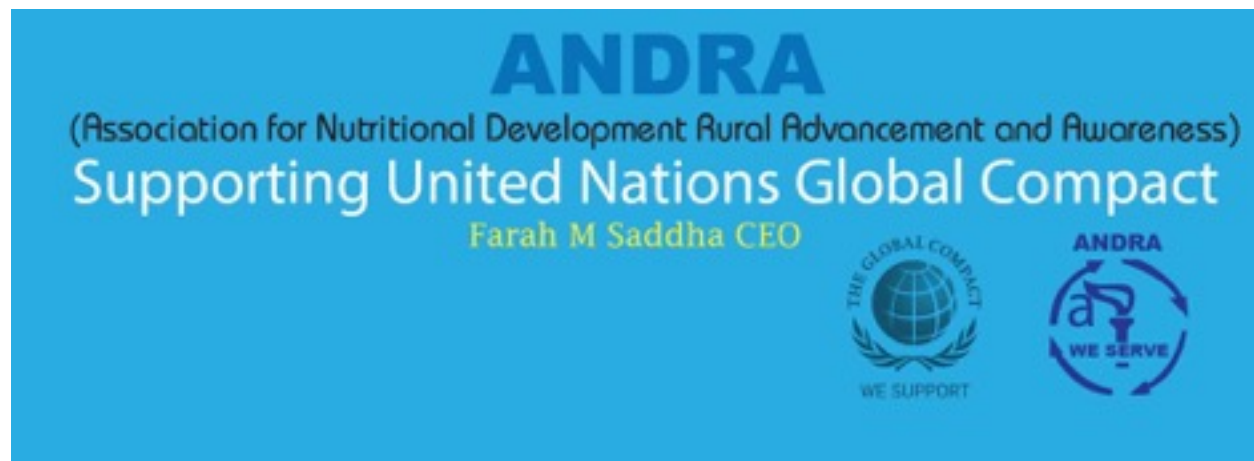
No employee has been involved in corruption actions

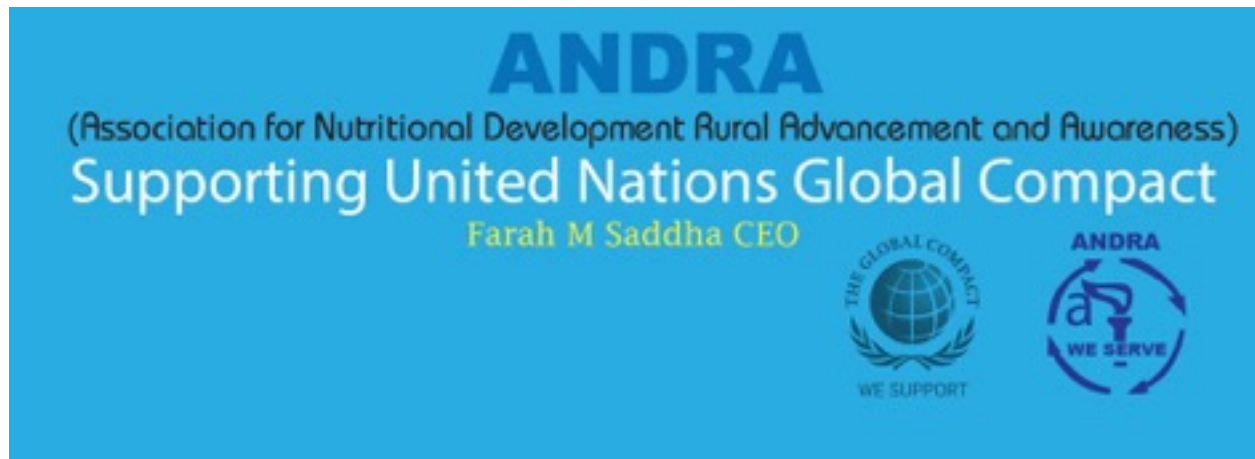




Participation in Local and Global Network :

- **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 and Global 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 Around the world**
- **Most of the Seminars are based on team play role and we enjoy to know other companies and team members .**
- **With refreshment and after a whole day training we are rewarded with certificates .**
- **These Events and seminars also helps us with cutting edge Knowledge and technology to utilise in our business venture**
- **Due to the corona virus pandemic this year we have joined the visual summits and sessions by zoom and other apps .**





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

Contact person

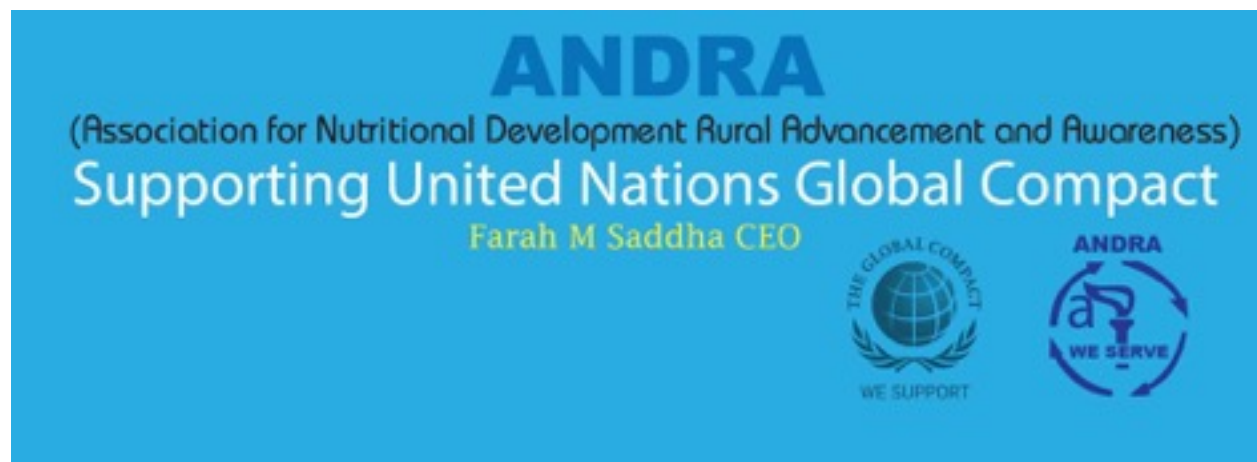
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Andra

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The End



