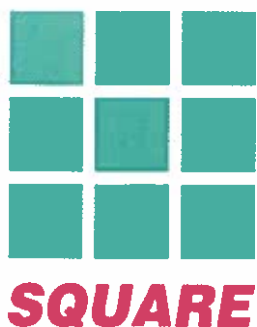


## The United Nations Global Compact Communication on Progress (COP)



Name of Organization: **SQUARE Pharmaceuticals Ltd**

Sector: Pharmaceuticals & Biotechnology

Website: [www.squarepharma.com.bd](http://www.squarepharma.com.bd)

Country of Headquarter: Dhaka, Bangladesh

Reporting Period: **January 2021 to December 2021**

## **Our Statement of Continued Support for UN Global Compact**

As being the leading pharmaceuticals industry of the nation, we feel that our management sets the precedence in the society for doing business as corporate citizen. We uphold the human rights and good labour practices to strengthen the communities. We care about maintaining environmental sustainability for a healthier planet. We respect diversity and equal opportunity with zero tolerance to corruption and discrimination.

Advancing towards a world in consistent with UNGC principals - deeply ingrained in our culture, we are in business for economic and morale gains. We are founded on the philosophy of pursuing excellence for improving quality of life and ensuring wellbeing of people. Being a pioneer signatory member, we align our actions and initiatives for an enduring partnership with UNGC in order to working as positive force for the society as well as in support of other initiatives like SDGs, Women Empowerment, Target Gender Equality, Climate Actions etc.

Our success is manifest in the communication of progress'2021 which demonstrates transparency and good governance in our commitment to human rights, labour, environment and anti-corruption. Moving forwards, we want to prosper, give back and continue doing more together for common good of the society.

  
**Tapan Chowdhury**  
**Managing Director**

Category	Commitment	Activities and Projects	Impacts and Results
<p><b>Human Rights</b></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><b>(UNGC Principles 1-2)</b></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><b>Informing Physician Community on Latest Development in Medical Science</b></p> <p>Being in the pharmaceutical sector, the Company maintains a very close relationship 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 <b>Continual Medical Education (CME)</b> programs.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The number of CME programs conducted in 2021 by Medical Services Department was 676 and number of participants was 42660. We arranged 19 live webinars, 65 intern receptions and the number of manufacturing facility visits was 03 and all together total number of participants was 10007.</li> <li><input type="checkbox"/> In 2021, we have conducted numerous CMEs in different countries, where health care professionals participated mainly physically, and in some cases virtually. <ul style="list-style-type: none"> <li>• In Kenya, we arranged 260 CMEs where almost 3,000 healthcare professionals participated physically.</li> <li>• In Myanmar, we arranged 145 CMEs, where the participants were almost 2,500 healthcare professionals.</li> <li>• In Nepal, we conducted 55 CMEs, focusing healthcare professionals both in major hospitals in cities and in rural health care centers. Through these CMEs, we could convey medical information to almost 2,000 doctors.</li> </ul> </li> </ul>	<p>These clinical meetings and seminars have the following impacts:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A close relationship with the physician community is maintained</li> <li><input type="checkbox"/> Medical professionals receive updated information and knowledge of different drug products and other relevant information.</li> <li><input type="checkbox"/> These meetings serves as a forum for of medical professionals by experts on the respective subject as key-note speakers.</li> </ul>

<p><b>Human Rights</b> <b>(UNGC Principles 1-2)</b></p>		<ul style="list-style-type: none"> <li>❑ Other than CMEs, SQUARE Pharmaceuticals Ltd. donated medicines to BANBAT-5 of the Bangladesh Army going to the UN Peace- keeping Mission to South Sudan. This contingent will arrange free medical camps where they will provide free treatments and medicines to native Sudanese.</li> <li>❑ Besides, our AgroVet Division also conducts seminars and clinical meetings across Bangladesh for Veterinary doctors, farmers and quacks regularly to disseminate the updated information about different drug products. These meetings are organized by Veterinary Graduates of Veterinary Services Department (VSD). <ul style="list-style-type: none"> <li>• The number of seminars and clinical meetings with quacks and village doctors were conducted in 2021 by the Veterinary Services Department and Aqua Services of AgroVet Division was 512 and the numbers of participants were 16,810.</li> <li>• The number of scientific seminars with interns &amp; university officials were conducted in 2021 by the Veterinary Services Department and Aqua Services of AgroVet Division was 42 and the number of participants was 1,108.</li> <li>• We have introduced 3 Vaccines from Boehringer Ingelheim for the pet &amp; large animal sector in 2021 &amp; also in a process of incorporating a number of vaccines for the veterinary sector.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>❑ These meetings are organized aiming to upgrade the day-to-day developments in Agrovet and Aqua sectors. These meetings act as a forum for training and knowledge-sharing among the professionals.</li> <li>❑ As a result of this initiative, the poultry farmer communities are better able to prevent various contagious viral diseases of poultry. For example, Newcastle, Gumboro etc.</li> </ul>
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<p><b>Human Rights</b> <b>(UNGC Principles 1-2)</b></p>		<ul style="list-style-type: none"> <li>• We have arranged 3,159 farmers meetings and 40 Sub Assistant Agricultural Officers (SAAO) meetings in 2021. Total farmers participation was 58,130. Currently we are continuing in 7 Agro Clinic. A total of 2,700 Taro saplings distributed to 30 Model farmers (Every Model farmer got 900 Taro saplings) and Bay leaf saplings distributed to 2,000 farmers.</li> <li>❑ SQUARE publishes bulletins on quarterly basis, which are distributed among the physicians of Bangladesh. These are Product Guide, Oshudh Nirdeshika, The SQUARE, Women's Health, Neurotale, Insight Heart, GI café, Dermatological Newsletter etc. SQUARE published monthly online journal named e-SQUARE which reached around 3000 readers each month.</li> <li>❑ On the occasion of 'World Diabetes Day' on 14 November 2021, Square Pharmaceuticals Ltd. arranged "Free Diabetes Screening Campaign" at ten different locations in Dhaka city from 6:30 am to 9:30 am. The objective was to create awareness on the consequences of Diabetes. Around 2,000 people participated in this screening program enthusiastically. The test was performed with SQUARE's blood glucose monitoring device- Contour TS Meter &amp; Strip. In addition, a patient awareness leaflet was provided to all participants from Square Pharmaceuticals Ltd. Moreover, to inform people about this awareness campaign, a branded Caravan toured within Dhaka city on 13 November 2021.</li> </ul>	<ul style="list-style-type: none"> <li>❑ As a result of this initiative, the physician community is supported with contemporary and critical issues related to medicine, disease, medical innovation, etc.</li> <li>❑ This initiative has been taken to create awareness against Diabetes.</li> </ul>
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<p><b>Human Rights</b> <b>(UNGC Principles 1-2)</b></p>		<ul style="list-style-type: none"> <li><input type="checkbox"/> To train diabetic patients in performing self-blood glucose tests, SQUARE has developed 2 user guideline videos (on Contour plus &amp; Contour plus One glucometer). We have uploaded the videos on YouTube so that patient can access the videos from anywhere.</li> </ul> <p><b>Response to Covid-19 Pandemic</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. donated &amp; distributed Face Shield, Hand Gloves, Face Masks, and Hand Sanitizer to different hospitals / institutions and to doctors in Kenya, Nepal, Myanmar, Somalia &amp; Mauritania, reaching out almost over 50,000 healthcare professionals.</li> <li><input type="checkbox"/> SQUARE Toiletries Ltd. took initiative to place Sepnil Hand Sanitizer Stand at major shopping malls &amp; mosques of Dhaka to create awareness of hygiene among the mass. Besides these, SQUARE also covered more than 10 major 'Puja Mandab' in different cities with free hand sanitizer.</li> <li><input type="checkbox"/> Moreover, SQUARE Pharmaceuticals Ltd donated Remdinil® Inj (Remdesivir) to different hospitals to treat poor patients &amp; health care professionals in Kenya.</li> <li><input type="checkbox"/> SQUARE organized Covid -19 vaccinations for the laborers and their dependents of Shahbazpur Tea Company Ltd.</li> <li><input type="checkbox"/> Shahbazpur Tea Company Ltd. has handed over 02 oxygen concentrators to Upazila Health Complex, Barlekha for aiding treatment of COVID-19 patient.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> These User Guideline videos regarding glucometer will help the patients to perform the blood glucose test properly by themselves.</li> <li><input type="checkbox"/> This program is helping mass people to make a habit of sanitizing their hands regularly and be aware about Covid-19.</li> <li><input type="checkbox"/> This initiative has been taken to help the community to fight against Covid-19 pandemic.</li> </ul>
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<p><b>Human Rights</b> <b>(UNGC Principles 1-2)</b></p>		<ul style="list-style-type: none"> <li><input type="checkbox"/> Maasranga Television also aired on so many TVCs to create awareness among people. For example, covid-19 awareness, maintain Traffic Law, Public Place Cleanliness, Sexual Harassment, Domestic Worker Violence, Food Poisoning and Safe Driving. We also made PSA (Public Service Announcement): <b>"Ei Borshay Antoto Ekti Deshi Gaachh Lagan"</b> for forestation.</li> <li><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has introduced Housing Scheme for the employees with a fund of BDT 1 Billion.</li> <li><input type="checkbox"/> The employees of SQUARE Pharmaceuticals Ltd. are enjoying health benefits for treatment of self, spouse, parents and children at SQUARE Hospitals Ltd. where 50% treatment cost is paid by the company.</li> <li><input type="checkbox"/> SQUARE Textiles Ltd. provides School pick &amp; drop services for the children of factory employees.</li> <li><input type="checkbox"/> SQUARE HOSPITALS LTD. has set up "SQUARE Child Development Center" to aid the children with Neuro Development Disorder.</li> <li><input type="checkbox"/> SQUARE runs Kindergarten, High School and College in different places in Bangladesh, where we provides quality educational facilities for the children of the local community. As of 2021, there are 616 students in SQUARE Kindergarten, High School &amp; College where the male female ratio is 50%. Also we have 70% of female teachers among the total staffs of the school are providing service for the children.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> These TVCs create awareness among mass people.</li> <li><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.</li> <li><input type="checkbox"/> Employees and their families are getting quality treatment from the world class standard hospital in Bangladesh and reputed doctors at an affordable cost. In 2020, 1028 employees have been benefitted and the management paid Taka 15,178,494.</li> <li><input type="checkbox"/> Boosts the morale of the students. Creates future customers for SQUARE. The service generates employee satisfaction. The children enjoy a hassle-free journey</li> <li><input type="checkbox"/> This initiative helps the child having Neuro Development Disorder to get better treatment for leading a healthy life.</li> <li><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.</li> </ul>
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<p><b>Human Rights</b></p> <p><b>(UNGC Principles 1-2)</b></p>		<ul style="list-style-type: none"> <li>❑ SQUARE has 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 2021, a total of 641 students received training in out of which 366 are female and 275 are male. 30 students trained from Dishari Training Institute are working in the SQUARE group at present and 61 students are working with other companies.</li> <li>❑ SQUARE operates a fuel station named Eakub Filling Station, which is run by women employees. At present, 08 women are working here.</li> <li>❑ SQUARE Toiletries Ltd. has partnered with CARE and BRAC to support their project JITA-which is committed to helping families in poor communities by empowering their women to improve their lives and alleviate poverty. The project enables rural women to purchase our products from hubs at Trade Price (TP) and sell them to households at Maximum Retail Price (MRP). At present, 472 JITA women in 372 Hubs and around 90000 BRAC women are empowered as they are able to have their own source of income.</li> <li>❑ “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 to guide their babies for a healthy future. SQUARE Toiletries Ltd. also disseminates vaccination information for Polio elimination from Bangladesh. 3.8 million mothers benefited under this program. SQUARE also arranged breast-feeding &amp; a diaper changing room at the Trade</li> </ul>	<ul style="list-style-type: none"> <li>❑ 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 of computer operations. This also helps to get them a better job and to become self-employed.</li> <li>❑ The station generates employment opportunities for rural women allowing them to be self-sufficient. Women are empowered so that they can have their own source of income.</li> <li>❑ 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.</li> <li>❑ Mothers benefit with adequate knowledge about breastfeeding, helping them guide their babies to a healthy future.</li> </ul>
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<p><b>Human Rights</b> <b>(UNGC Principles 1-2)</b></p>		<p>Fairs and Bus and Rail stations of Dhaka to make the hassle free journey of mothers.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> SQUARE Toiletries Ltd. also took a stand against domestic violence where many women are being suffered from some sort of violences in their lives. In cases, they are being hurt by hair pulling or hair cutting off. Jui – the hair care brand of SQUARE, stands and promotes the spirit of women by sponsoring our helpline number (08000888000) for assistance &amp; psychological counseling.</li> <li><input type="checkbox"/> SQUARE Toiletries provide free blood pressure check-up &amp; more than 8 Lac Zerocal sachets (free) for morning walkers, at community gatherings and events in the last couple of years.</li> <li><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 2021, some important topics were Covid and Cancer treatment, Covid and heart disease, prevention of cervical cancer, Obstructive sleep apnea, Child epilepsy, Kidney failure, Aesthetic and laser treatment for skin, Mental health during covid, Precaution regarding prostate cancer etc.</li> <li><input type="checkbox"/> Maasranga Television (a sister concern of SQUARE Group) broadcasts educational programs for children- Sisimpur, Quiz show tribute to Bangabandhu- Amader Muktijuddho, Talk show regarding city development- Nagar Bhabna, Investigative show against crime- Unmochon, Awareness program regarding COVID situations- Korona Kal, Reality show for corporate employees- Square Surer Sera</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> This initiative creates awareness among the mass population against domestic violence of women. Women are now using this helpline number (08000888000) for assistance regarding domestic violence and psychological counseling. The Rate of such incidents are now in a state of decline.</li> <li><input type="checkbox"/> This initiative helps to create awareness among community.</li> <li><input type="checkbox"/> These Web-based Patients’ awareness &amp; consultation programs are organized aiming to create awareness about living a healthy life.</li> <li><input type="checkbox"/> As a result of this initiative, the community is supported with updated news, awareness-related information and kids are also entertained through education.</li> </ul>
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<p><b>Human Rights</b></p> <p><b>(UNGC Principles 1-2)</b></p>		<ul style="list-style-type: none"> <li><input type="checkbox"/> SQUARE Toiletries Ltd. started 'Hashun Pran Khule' campaign since last December'17 as a 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 provides detailed information about the child with this problem. More than 16000 children have got the treatment under this campaign till 2021.</li> <li><input type="checkbox"/> SQUARE Toiletries Ltd. along with 'Save the Children and 'Bill &amp; Melinda Gates foundation', initiated a 24/7 helpline system for young mothers named 'Supermom'. More than 3 Lac mothers took advice through this helpline. Meril" (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&amp; 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 provide advice not only about the baby's mental health, but also about the mental health of the elders.</li> <li><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 2021". The award is given under the areas of journalism, entrepreneurship, social welfare and sports.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> This campaign educates them about the reasons behind lip, clefts and palates during pregnancy and its treatment. Also, free treatment helps poor patients with a healthier future.</li> <li><input type="checkbox"/> Mothers took advice for their babies' health and psychological problems through this helpline.</li> <li><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.</li> <li><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.</li> </ul>
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Category	Commitment	Activities and Projects	Impacts and Results
<p><b>Labor Standards</b></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 and compulsory labor, the effective abolition of child labor and the elimination of discrimination in respect of employment and occupation.</i></p> <p><b>(UNGC Principles 3-6)</b></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>	<ul style="list-style-type: none"> <li><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.</li> <li><input type="checkbox"/> Gratuity policy for the employees has been implemented as per the recent amendment in the Labor Law.</li> <li><input type="checkbox"/> Provident Fund (PF) has been with our practice for the benefit of the employees as per the labor law.</li> <li><input type="checkbox"/> Detailed background and reference verification is done as a part of the recruitment &amp; selection process to ensure that no child is employed.</li> <li><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 2021, total of 1193 employees were recruited under the system.</li> <li><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. runs the program "Shohoj Kisti Reen Prokalpa" under which employees can take a loan to purchase necessary home appliances with a small service charge. In 2021, a total of 200 employees were benefitted by this scheme.</li> <li><input type="checkbox"/> Female employees do not work during night shift operations.</li> <li><input type="checkbox"/> Female employees are enjoying maternity benefits as per the Bangladesh Labor Law.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Now workers can share their feelings and views with the management without hesitation. The combined decision of workers and management give the employees proper job satisfaction.</li> <li><input type="checkbox"/> This ensures compliance with the Labor Law.</li> <li><input type="checkbox"/> This initiative helps to eliminate the risks of hiring child labor.</li> <li><input type="checkbox"/> Any possibility of discrimination based on gender, race or religion at the time of recruitment and selection is eliminated.</li> <li><input type="checkbox"/> Employees can take a loan to purchase necessary home appliances to improve their standard of living.</li> <li><input type="checkbox"/> This ensures security and work-life balance for the female employees.</li> </ul>

<p><b>Labor Standards (UNGC Principles 3-6)</b></p>		<ul style="list-style-type: none"> <li><input type="checkbox"/> All of our employees are covered under mandatory Group Life Insurance.</li> <li><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. strictly maintains the labor law in terms of working hours and over time.</li> <li><input type="checkbox"/> Disbursement of salary and wages of the employees has been done on the first day of the month without delay.</li> <li><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. allows festival leave, sick leave, casual leave and annual leave for the employees.</li> <li><input type="checkbox"/> Factory employees get free medical and medicine facilities for sudden sickness in the workplace and also maintain regular health check-ups through the medical center by dedicated plant physicians for the betterment of the employees.</li> <li><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.</li> <li><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. established a "Safety Committee" &amp; "Participation Committee" in which the number and responsibilities of Management &amp; Worker Representatives are equal.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> This initiative provides the female colleagues with proper job security while enjoying Maternity Benefits and also can take good care of the newly born babies.</li> <li><input type="checkbox"/> This ensures compliance with the Labor Law and employee satisfaction.</li> <li><input type="checkbox"/> This initiative helps the employees to maintain a work-life balance.</li> <li><input type="checkbox"/> This practice helps the employees to lead a tension- free family life.</li> <li><input type="checkbox"/> The policy has been implemented as per the amendment in the Labor Law.</li> <li><input type="checkbox"/> This ensures primary medical help for the employees in case of emergency and regular health check-up help the employees to lead a healthy life.</li> <li><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.</li> <li><input type="checkbox"/> Ensures compliance with the Labor Law and its amendments. The "Safety Committee" helps to maintain proper safety of employees and "Participation Committee" creates ownership among the workers.</li> </ul>
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Category	Commitment	Activities and Projects	Impacts and Results
<b>Environment</b>  <i>Businesses should support a precautionary approach to environmental challenges and undertake</i>	We strive to be a leader in all aspects of environmental protection and systematically identify and manage environmental risks in our activities and over the entire value chain of our products and services. We make efficient use of	<ul style="list-style-type: none"> <li><input type="checkbox"/> We are utilizing Effluent Treatment Plant (ETP), in our manufacturing plants. Through ETP purified water is used to maintain the Green belt around plants. SQUARE's Environmental license has been updated on a continuous basis. The Chemical Oxygen Demand (COD) of our ETP Square Pharmaceuticals Ltd. is 75 mg/L and the Square Formulation Unit is 62 mg/L (the International Standard for COD has to be less than 400 mg/L for the efficacy of ETP).</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Our stakeholders are satisfied with our environmental practices. ETP's treated water is re-used for gardening &amp; car washing purposes. It is reducing the use of underground water consumption.</li> </ul>



Category	Commitment	Activities and Projects	Impacts and Results
<b>Anti-Corruption</b>  <i>Businesses should work against corruption in all its forms, including extortion and bribery</i>  <b>(UNGC Principle 10)</b>	<p>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</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> SAP ERP Systems integrates the core business functions/processes</li> <li><input type="checkbox"/> SQUARE follows &amp; ensures “Zero Tolerance” against all kinds of corruption &amp; we have an “Internal Audit” department which specifically deals with this issue. The head of “Internal Audit” directly reports to the Managing Director to ensure better control.</li> <li><input type="checkbox"/> Regular external and regulatory audits (both local &amp; foreign) are conducted in SQUARE.</li> <li><input type="checkbox"/> All newly joined employees went through an orientation program on business ethics &amp; anti-corruption.</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Transparency in financial transactions is ensured.</li> <li><input type="checkbox"/> Company assets are safeguarded against misappropriation and fraud.</li> <li><input type="checkbox"/> Operations of the company run effectively and efficiently.</li> <li><input type="checkbox"/> The cost of the company is optimized.</li> <li><input type="checkbox"/> Built awareness among newly joined employees.</li> <li><input type="checkbox"/> In recognition of corporate transparency &amp; accountability, SQUARE pharmaceuticals Ltd. got the “National Corporate Governance Excellence Award” in 2017 from ICSB (Institute of Chartered Secretaries of Bangladesh).</li> <li><input type="checkbox"/> SQUARE Pharmaceuticals Ltd. has been awarded “National Productivity and Quality Excellence Award” from the National Productivity Organization.</li> </ul>