

ANDRA

(Association for Nutritional Development Rural Advancement and Awareness)

Supporting United Nations Global Compact

Farah M Saddha CEO



ANDRA

Communication on Progress

Year 2023

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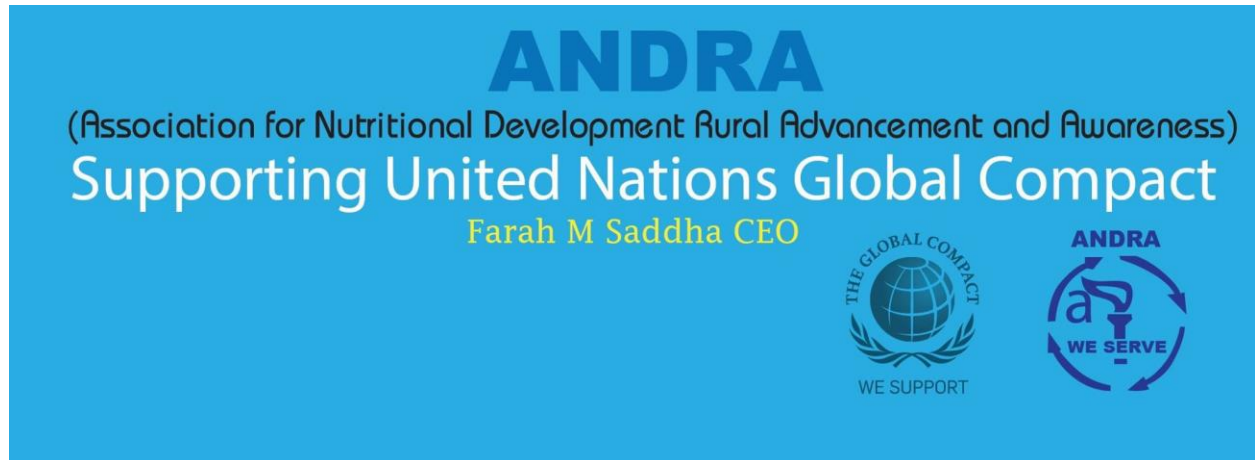
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“ Not all of us can do great things. But we can do small things with great love.

-MOTHER TERESA



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 differently abled people. We also generate awareness programs for gender equality, anti corruption, labor rights, environment rights and work as human rights activists for other humanitarian issues. We are also thriving to implement the SDG Goals into our organization 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 and arrange seminars, press conferences to create buzz in the media.**
- ☐ **We provide Nutritious food to the underprivileged people.**
- ☐ **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.**

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The CEO Message

To serve others is the noble path of Mankind. ANDRA has taken its initiatives and rolls to support this noble path. We also have implemented and aligned the SDG'S in our organization 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 value 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, labor rights, environment protection and anti-corruption. ANDRA will continue to support women rights, human rights, gender equality, labor rights, health care, environment rights and Anticorruption which will determine how fully we have adopted and implemented SDG s.

Farah Mazid Saddha

CEO

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Mission

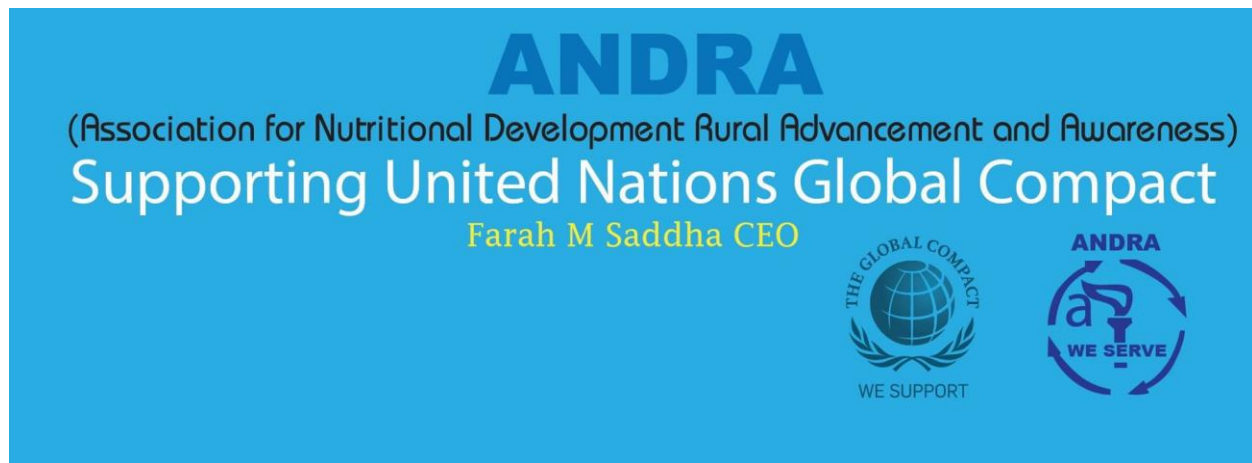
ANDRA becomes the address as being the ‘World Mother’.

Vision

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

Values

1. Integrity: to follow high level of ethical standards and optimize 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 not talk



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 stake holders 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 organization 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.

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ACTIONS TAKEN IN THE LAST YEAR FROM ANDRA for HUMAN RIGHTS

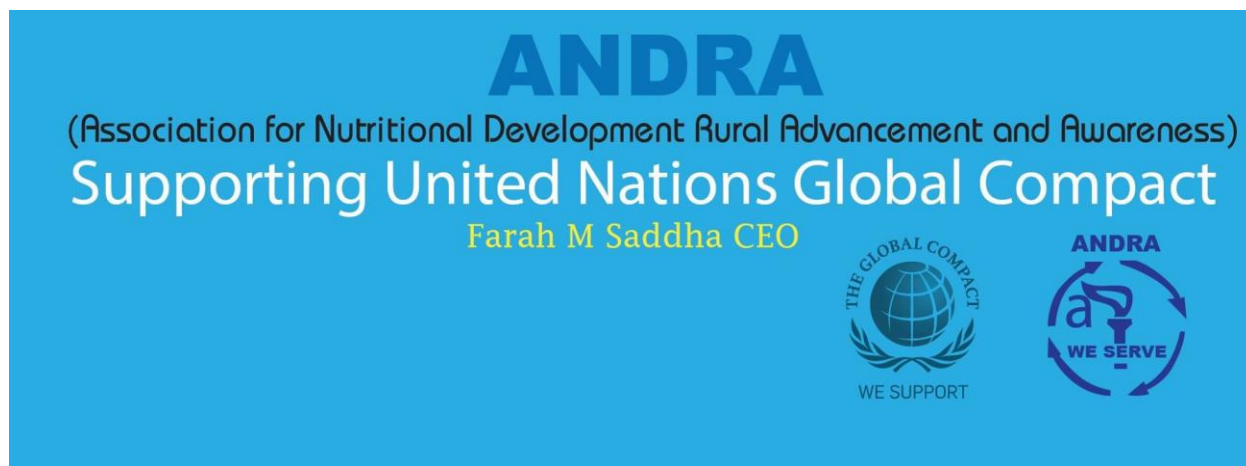
Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture

- 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.
- We have contributed to distribute Nutritious food to the under-privileged people.
- We have provided nutrition education through seminar, new media and webinars
- 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 team
- We have continued our 'Zero Hunger "campaigns to combat malnutrition and hunger <https://thekalerjatra.com/love-the-creator-by-loving-his-creation-inspiration-of-mother-theresa-ungc-sdg-2-endhunger/>

<http://www.youtube.com/farahmazid>



RESULTS There was no reported case of human rights abuse



Environment Assessment, policy and goals

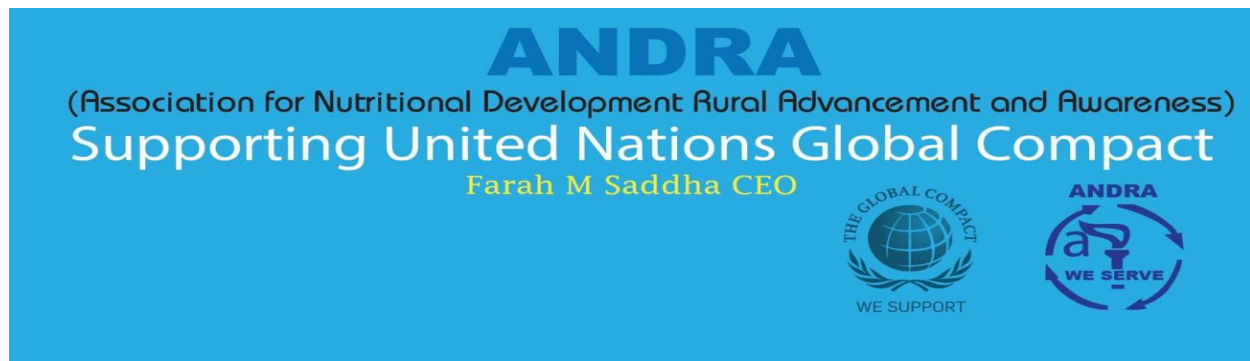
Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.



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

Company policy

ANDRA supports the UNGC principles on the Environment. These 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 organizations 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 to generate awareness about climate change and its impact.

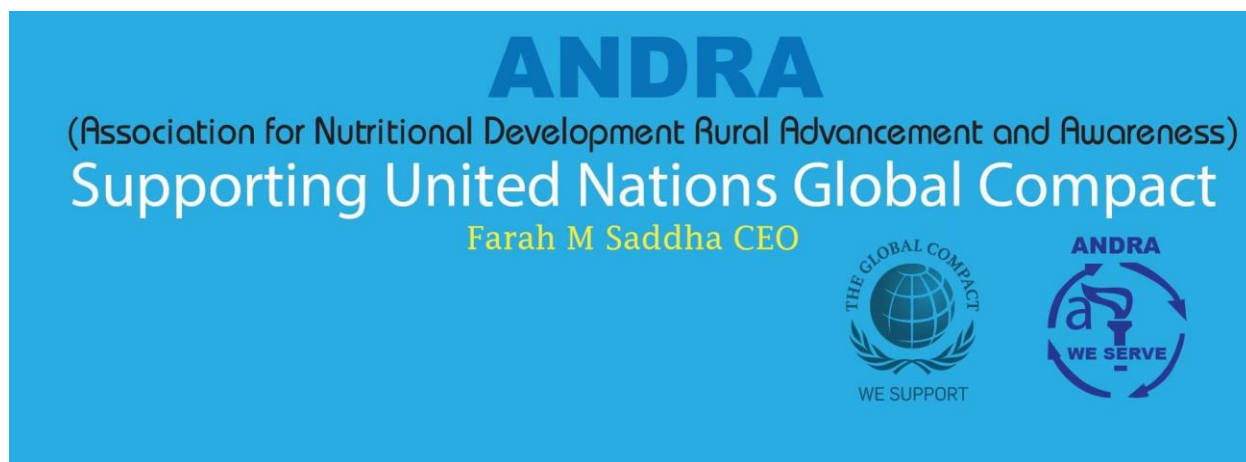
<https://thekalerjatra.com/important-news-nature-follows-its-own-rules-save-nature-support-ungc-sdg-13climate-action-climatechange/>

<http://www.youtube.com/farahmazid>

- We have taken initiatives in our neighborhood to plant trees.
- 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.

Result No report about environment Hazard





Labor Assessment, policy and goals

Description of the relevance of labor rights for the company (i.e., labor rights-related risks and opportunities). Description of written policies, public commitments and company goals on labor 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. ANDRA 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.

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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 assured that their employees are treated equally and receive the same benefits being male or female.
- We have trained our employees about work place violence and discrimination against them.



- We continued to produce our awareness videos.
- 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

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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 signaling 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'

**16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS**



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- ☐ 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

No employee has been involved in corruption actions

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Participation in Local and Global Network:

- ☐ **Participation in local network is very important for us as it is equally important to participate in the Global network.**
- ☐ **Through the Local and Global network'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 help us with cutting edge Knowledge and technology to utilize in our business venture**
- ☐ **Due to the corona virus pandemic this year we have joined the virtual summits and sessions by zoom and other apps.**

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How will we publicize 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

Farah Mazid Saddha

CEO

Andra

+8801729860251 +4699275745 farahmazid@yahoo.com

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**Supports United Nations Global Compact
SDG 2 Zero Hunger**

The End

