

# FINLAY (INTERNATIONAL) LIMITED

January 26, 2012

United Nations Global Compact  
United Nations  
Executive Office of the Secretary General  
N.Y. 10017

Dear Sirs,

**Communication on Progress**  
**Statement of Continued Support**

We do hereby express our firm commitment in the ten Principles of Global Compact for advancing collective goal of international cooperation, peace and development. As a responsible partner we endeavor to uphold the ten principles in conducting our business.

We are engaged in the business of growing and manufacturing tea and rubber in Bangladesh.

We support and allow freedom of association and recognize the right of collective bargaining. The company has achieved gender parity in employment and wages, which are settled through negotiation with collective bargaining agent. The welfare for men and women in the industry is similar. We do not engage child labor in our tea plantation.

Our company always takes initiative to protect and improve the environment we work in and also increase the efficiency of the workforce through training. For example, approximately 561,821 Environment Improvement Trees were planted in our tea estates from January 2009 to December 2011.

153 field and factory workers were trained during this period at a specialized institution to increase their skill at field and factory works. On the job training of workers is an ongoing process.

Our Dairy Farm project is still awaiting Government permission. Once it is obtained we expect to engage more employees in our employment.

We have been actively supporting the Global Compact objectives by participating in important events UN Global Compact.

Yours truly,



A.Q.I. Chowdhury, OBE  
Managing Director & CEO

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## Description of Practical Actions

1. As a part of promoting Environment responsibility our company has planted approximately 561,821 Environment Improvement Trees (EIT) between January 2009 and December 2011. Additionally 350,000 Timber plants and 54.16 hectares of Rubber, 52.89 hectares of Bamboo and 14,281 Black Pepper plants were also planted during this period.
2. The company installed 2 new gas generators in tea factories of 962 KVA and 637 KVA respectively during this period. This has reduced air pollution as well as cost of producing electricity.
3. Company procured 5 irrigation sets which can irrigate 438 hectares of land per cycle for irrigating tea plantations in the dry season. Company also procured 3 excavators for making dams and water reservoirs.
4. Company procured 5 tractors for quick transportation of green leaf from fields to various factories which helps to keep the leaf in good condition to manufacture better tea.
5. Company renovated 413 labor houses, and to improve sanitation. Company also made approximate 100 nos. latrines. Company also renovated all the hospitals and dispensaries in the company during this period
3. The company will create 10,000 new jobs by establishing a Dairy Farm. Our CEO made a commitment of this in UN Private Sector Forum held in New York in September 2008. The matter is being actively moved with the Government to obtain permission for this project.
4. 153 field and factory workers were trained during this period at various specialized institutions to increase their skill at field and factory works. On the job training of workers is an ongoing process to improve their skills in maintenance of machinery. This has helped improve the skills of individual worker.
5. As part of our program to deliver better health services to our plantation workers the following actions were taken during the period under review:
  - 1 no. compressor Nebulizer machine, 6 nos. of Microscopes, 1 no. of clinical chemistry analyzer machine were procured for giving better health service to the patients. Procurement of 1 no. X-ray machine is under process.
  - Mass awareness program was done in labor line, 3 nos. of deep tubewell have been installed to supply pure drinking water. Mosquito nets were distributed to the workers to protect against malaria. Water is tasted at BTRI (Bangladesh Tea Research Institute) to check the presence of any Bacteria.
  - Anti malarial spraying is being done twice a year.

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- In each tea garden 3 workers were deployed to clean all the drains to keep the labour line healthy and hygienic.
- Water of pucca well is purified by giving medicine twice in a month. Bacterial test of drinking water is done on quarterly basis from BTRI.
- Total 5684 nos. of workers have been treated under malaria eradication program under global fund prescribed by World Health Organization.
- Motivation programs by Midwife, Paramedics & EMOs are in place. Distribution of Contraceptives, providing contraceptive injection, IUD, and Tubectomy & Vasectomy methods are implemented to reduce the population growth. It is needed to mention here that the population growth in our group is much below than the national population growth.
- Incentives are being given to the workers, such as tiffin and a cup of tea, those who come early in the morning to do cash plucking. This enhances the productivity and income of the workers.
- Wages have been increased 48% for workers with free medical facilities, free housing and subsidized ration.
- Upgraded Public Health for better health service to our employees by engaging more doctors

## **Measurement of outcomes**

1. 54.16 hectares of new areas have been brought under Rubber plantation in between 2009 and 2011. This increased production of rubber by 8 % in last two years.
2. 350,000 plants of timber, 14,281 plants of Black pepper and 52.89 hectares of bamboo were planted from 2009 to 2011. Black pepper and bamboo generated extra income for the company. Apart from forestation and conserving environment, Timber has also been useful for construction and repair of labor houses provided by the company.
3. 561,821 Environment Improvement Trees were planted from 2009 to 2011. EIT has improved environment of the tea estates.
4. The company created 5,000 new jobs by adopting innovative methods of cultivation, and by planting new areas with tea, rubber, black pepper, etc. This has increased their family income.
5. 153 field and factory workers were trained in specialized institutions to increase their skill. This resulted in less wastage and more productivity.
6. Adoption of modern and better medical facilities has enabled the company to provide improved medical services to its employees.

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7. Installation of gas generators has reduced air pollution and reduced cost of production of tea by approximately US\$ 0.04 per Kg.