



**Message from the Executive Director**

I am happy to share with you the third issue of CSR E- Newsletter.

CSR-Corporate Social Responsibility Bangladesh is a social enterprise started with a vision to provide SR related services to public and private sector in Bangladesh. The objective of the newsletter is to provide corporate information and news specially focused on sustainability and development related issues. It aims to provide information to the stakeholders regarding social accountability and responsibility.

The sustainable development cannot be achieved without being socially responsible and having adequate understanding and knowledge about social aspect of business.



**Upcoming CSR Bangladesh Publications**

Expected date of Publication November, 2009

**Socially Responsible Booklet**

1. Children's Edition
2. Teenager's Edition
3. Professional's Edition
4. Businessmen's Edition

Expected date of Publication July, 2009

**Call for Contributors**

**CSR Case Book**

We seek business case studies from different sectors in Bangladesh for upcoming CSR Case book publications. We welcome industry cooperation in this regard. Any individual or organizations interested to contribute are highly requested to contact the editor.

Please send your case studies to the following e-mail address by May 15:

[editor@csrbangladesh.org](mailto:editor@csrbangladesh.org)

**CSR Essentials Training**

- Program:** Comprehensive Training  
**Target Group:** Stakeholders, managers and interested person  
**Date:** May 30, 2009  
**Time:** 6:00 pm– 9:00 pm  
**Venue:** Hotel Washington  
 Gulshan I  
 Dhaka 1212  
**Registration:** Open [Limited Seats]

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- CSR News Corporate News available at the website
- Training on Trainers of CSR Professionals is coming....
- Introducing CSR Dhaka Forum
- Introducing CSR Master Class soon.....

## Social Responsibility and Human Rights in Bangladesh

ISO 26000 will become the international guidance standard for Social Responsibility in 2010 and one of the seven 'key themes' of ISO26000 is of Human Rights. In this article Rodney Reed considers the nature of the link between Social Responsibility and Human Rights and its implications for social compliance in the business sector of Bangladesh.

RMG and Knitwear factory owners proclaim that Bangladesh pays lower wages to its garments factory workers than any other country in the world and because of this the Bangladesh factories are competitive internationally and so the North American and European buyers should source their garments here. The Bangladesh 'minimum wage' (even in the few trade sectors where it is applied consistently) is significantly less than what is considered acceptable internationally as a 'living wage'. So are the customers in the North American shopping malls and the Western European stores and shopping centres actively denying Bangladeshi workers their human rights while protecting themselves from the worst effects of the worldwide recession by buying cheaper garments than they would usually have purchased? Bangladesh newspapers report that RMG factory owners and their Trade Associations are proposing a 72-hour working week i.e. a 12 hour per week increase from the current 60 hours. Most RMG workers are so poor they need Government food rationing. Workers in many trade sectors are paid so little that they cannot afford to pay for health care or to educate their children. All these reports are symptomatic of a basic disregard for human rights by factory owners and complicity in this situation by the international buyers and their 'in store' customers. In the March 2009 edition of the 'CSR Bangladesh Newsletter' Rodney Reed argued that Trade Union activity in Bangladesh is not itself the problem rather the problems have been caused by corrupt Collective Bargaining Agents and unrepresentative trades union officials working in their own interests or in the interests of the factory owners rather than in the interests of the workers they were appointed to represent. Freedom of thought, freedom of opinion and expression, freedom of association and the right to form or join trades unions are basic human rights articulated in 'The Universal Declaration of Human Rights' which dates back to its adoption by the General Assembly of the United Nations in 1948. Bangladesh businesses and government appear, at best, equivocal about trades union activity and trades union membership and often present as downright hostile to this clearly defined human right. This being the case Bangladesh and the Bangladesh business sector may not be able to implement ISO 26000 and will continue to struggle to be fully socially compliant to the 'labour relations' components of the North American and European buyers and merchandisers criteria. The Universal Declaration of Human Rights (UDHR) is a declaration adopted by the United Nations General Assembly 1948). The Declaration arose directly from the experience of the Second World War and represents the first global expression of rights to which all human beings are inherently entitled. It comprises 30 articles that have been elaborated in subsequent international treaties, regional human rights instruments, national constitutions and laws. The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights and its two Optional Protocols. In 1966 the General Assembly adopted the two detailed Covenants, which complete the International Bill of Human Rights; and in 1976, after the Covenants had been ratified by a sufficient number of individual nations, the Bill took on the force of international law.



What follows is a list of the specific human rights that are recognized in the Declaration:-

Article 1 - All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2 - Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3 - Everyone has the right to life, liberty and security of person.

Article 4 - No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5 - No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6 - Everyone has the right to recognition everywhere as a person before the law.

Article 7 - All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8 - Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9 - No one shall be subjected to arbitrary arrest, detention or exile.

Article 10 - Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11 (1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence. Article 11 (2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12 - No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13 (1) Everyone has the right to freedom of movement and residence within the borders of each state. Article 13 (2) Everyone has the right to leave any country, including their own, and to return to their country.

Article 14 (1) Everyone has the right to seek and to enjoy in other countries asylum from persecution. Article 14 (2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15 (1) Everyone has the right to a nationality Article 15 (2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16 (1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution Article 16 (2) Marriage shall be entered into only with the free and full consent of the intending spouses. Article 16 (3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17 (1) Everyone has the right to own property alone as well as in association with others

Article 17 (2) No one shall be arbitrarily deprived of his property.

Article 18 - Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19 - Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20 (1) Everyone has the right to freedom of peaceful assembly and association

Article 20 (2) No one may be compelled to belong to an association

Article 21 (1) Everyone has the right to take part in the government of their country, directly or through freely chosen representatives Article 21 (2) Everyone has the right of equal access to public service in their country Article 21 (3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22 - Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23 (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment Article 23 (2) Everyone, without any discrimination, has the right to equal pay for equal work Article 23 (3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection Article 23 (4) Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24 - Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25 (1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control Article 25 (2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.



Article 26 (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit Article 26 (2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace Article 26 (3) Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27 (1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits Article 27 (2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28 - Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29 (1) Everyone has duties to the community in which alone the free and full development of his personality is possible

Article 29 (2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society Article 29 (3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30 - Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein. According to Wikipedia there was Islamic criticism of the Universal Declaration of Human Rights because predominantly Islamic countries such as Sudan, Pakistan, Iran, and Saudi Arabia have

criticized the Universal Declaration of Human Rights for its perceived failure to take into the account the cultural and religious context of Islamic countries. In 1982, the Iranian representative to the United Nations, Said Rajaie-Khorassani, articulated the position of his country regarding the Universal Declaration of Human Rights, by saying that the UDHR was "a secular understanding of the Judeo-Christian tradition", which could not be implemented by Muslims without trespassing the Islamic law. On 30 June 2000, Muslim nations that are members of the Organization of the Islamic Conference officially resolved to support the Cairo Declaration on Human Rights in Islam, an alternative document that says people have "freedom and right to a dignified life in accordance

with the Islamic Shari'ah". Again According to Wikipedia in the Bangkok Declaration adopted by Ministers of Asian states meeting in 1993 in the lead up to the World Conference on Human Rights, Asian governments reaffirmed their commitment to the principles of the United Nations Charter and the Universal Declaration of Human Rights. They stated their view of the interdependence and indivisibility of human rights and stressed the need for universality, objectivity and non-selectivity of human rights. A great deal of attention in Bangladesh has focussed on our achieving the Millennium Development Goals and on our Companies abiding by the Global Compact but it appears our ability to provide all of our people with their basic human rights is still at question. This article focuses on labour relation and human rights but receiving a living wage does permit other basic rights such as universal education and health care to be achieved and 'paying the lowest wages in the world' to garment workers does contravene basic principles of human rights. So now reverting to the Universal Declaration and to the Articles that are pertinent to the business sector in Bangladesh. It is clear that as employers we have the following duties and Social Responsibility to provide and protect at least the following basic human rights:-

Article 18 - Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19 - Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

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Article 24 - Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25 (1) Everyone has the right to a standard of living adequate for the health and wellbeing of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control Highlighting (by making it a marketing strategy) that a whole trade sector in Bangladesh actually pays the lowest wages in the region or indeed the lowest wages of the sector worldwide shows a complete indifference to the Human Rights of the workers. It also displays an absence of understanding that international standards of Human Rights are applicable in Bangladesh. Similarly restricting the activities of trades unions or permitting the activities only of workers associations formed and supervised by the factory proprietor is an abuse of the workers right to freedom of association and specifically of the workers right to the right to form and to join trade unions for the protection of his (or her) interests. There seems to be a strong case to be made that factory owners, their international buyers/merchandisers and the 'in store' customers in North America and Western Europe are complicit in denying their human rights to crores of Bangladeshi workers and in particular to large numbers of Bangladeshi women workers. It is embarrassingly obvious that North America and Western Europe buyers are willing to compromise the human rights of Bangladeshi workers in order to have a ready supply of the cheap products demanded by their customers. Much has been

written and much political rhetoric has spoke about the 'alleged conspiracy' of Western labour organisations to force up the costs of doing business here and about USA protectionism really being the driver for labour reform here in Bangladesh. In reality it appears that it is the nexus of local manufacturers, international buyers and their foreign customers in restricting trade union activity and holding down wages that is part of the 'conspiracy' to sell cheap products into the export markets no matter what damage that does to the workers and to their human rights.

Rodney Reed is Company Chairman of Reed Consulting Bangladesh Ltd

[www.reedconsultingbd.com](http://www.reedconsultingbd.com)

Reed Consulting has been based in Dhaka for three years and works to 'enable business in Bangladesh to be socially responsible, sustainable, and profitable'.



### **Measure the Impact of CSR**

By A K M Ahsanul Hoque

The tools for measuring the impact of CSR is become an essential for the top level management of the organization. Without measuring the impact of CSR practices, the entrepreneur/stakeholders will not become interested or motivated to implement CSR practices in their organization/industry. If there is no noticeable positive impact then the stakeholder thought this is expenditure rather than an investment of the organization. So the CSR measurement tools and the indicators are required to measure the impact of CSR. The impact of CSR is intangible; you can not measure it accurately in either length or width, or in weight or distance. The impact of CSR of the organization has to be studied in terms of their employee loyalty, zero-day strikes, or reduced strikes in the production line, increased employee performance, increased productivity, and many other parameters which are an outcome of practicing CSR in the organization/industry. By practicing CSR not only the employee becomes satisfied but also the surrounding community will also become happy and supportive if they saw the organization is doing something for the community development. The satisfaction level of the community people can not be measured but the supports from the community people will be a measurable point for the organization. If the measurement of the CSR impact is noticeable, only then the industry owners will be encouraged to practice CSR in their organization. We know CSR is a long term investments, which is not motivating our industry owners to implement CSR in the organization.

The only one tangible achievement of practicing CSR is the industry can achieve different certifications from standardize organization like ISO, SA, IEEE, and so on and this certification will help the buyers to be motivated and purchase more products from the organization without any obligation. In recent years it is very important to show the impact physically to the stakeholders, to bring belief of the organization. To monitor the changes a “CSR Monitoring Team” or “CSR Council” can be introduced in the organization. The job of the team will monitor the both tangible and intangible changes in the organization and will keep contacts with the stakeholders, and the surrounding community. The indicators of the measurement are defined based on the objectives and the vision of the organization. It is the responsibility of the CSR monitoring team to evaluate and measure the impact based on the objectives. Many organizations invest money as part of their CSR activity, but if the returns does not come back to the organization then this is not directly a CSR practice, the CSR Monitoring team will identify the changes and will evaluate the CSR activities in that organization. All these things will be applicable when a proper CSR impact measurement tools are introduced and gradually the employer will be motivated to practice CSR in their organization.

### CSR Bangladesh News Desk



Corporate Social Responsibility Bangladesh has successfully organized a day long training program on "CSR Essentials" on Friday April 24, 2009 at Hotel Asia Pacific, Road 2, House 2, Baridhara, Dhaka. A good number of participants from different industry/sectors attended the training program. The program was started with the presentation of CSR Basics by Mr. Edward Probir Mondol, Executive Director of CSR Bangladesh. He emphasized on redefining CSR in context of Bangladesh and shared the importance of development of industry specific CSR strategy. He shared about the community engagement and importance of engagement of stakeholders and community for implementation of CSR projects. He ended with sharing the how an organization conduct CR Assessment. Mr. A K M Ahsanul Haque, the training Director of CSR Bangladesh discussed about the CSR Practices in Bangladesh. He emphasized on CSR rather than corporate philanthropy practiced by organizations. He insisted of development of benchmark and code of conduct of CSR for the industry. Mr. Masum Talucder, Consultant of IIFC and Executive Editor of the Newsletter of Bangladesh Engineering Industry Owner's Association, discussed the challenges of Small and Medium Scale Industries in Bangladesh. He insisted of practicing cluster approach for CSR implementation to minimize the cost of CSR by the organization. He insisted to develop a separate industrial zone of light engineering sector. Later Mr. Rodney Reed, the Chairman of Reed Consulting BD Ltd, a British firm, discussed about the Sustainability Issues. He shared several case studies from Bangladesh and insisted to develop appropriate strategy to meet the challenges of Global Warming and Climate Change. The program ended with discussion on CSR strategy development techniques and implementation of CSR projects in different organizations in Bangladesh. The program started at 9:30 am and ends at around 5:00 pm. It was a very interactive training program at where all the participants joined in the discussion in different sessions. CSR Bangladesh organizes regular training program on CSR and sustainability in Bangladesh.





## **ISO 26000**

*ISO 26000 will add value to existing initiatives for social responsibility by providing harmonized, globally relevant guidance based on international consensus among expert representatives of the main stakeholder groups and so encourage the implementation of best practice in social responsibility worldwide.*

### **What is ISO 26000 ?**

ISO 26000 is the designation of the future International Standard giving guidance on social responsibility (SR). It is intended for use by organizations of all types, in both public and private sectors, in developed and developing countries. It will assist them in their efforts to operate in the socially responsible manner that society increasingly demands. ISO 26000 contains guidance, not requirements, and therefore will not be for use as a certification standard like ISO 9001:2000 and ISO 14001:2004.

### **Why is ISO 26000 important ?**

Sustainable business for organizations means not only providing products and services that satisfy the customer, and doing so without jeopardizing the environment, but also operating in a socially responsible manner. Pressure to do so comes from customers, consumers, governments, associations and the public at large. At the same time, far-sighted organizational leaders recognize that lasting success must be built on credible business practices and the prevention of activities such as fraudulent accounting and labor exploitation. On the one hand, there has been a number of high-level declarations of principle related to SR and, on the other, there are many individual SR programs and initiatives. The challenge is how to put the principles into practice and how to implement SR effectively and efficiently when even the understanding of what “ social responsibility ” means may vary from one program to another. ISO's expertise is in developing harmonized international agreements based on double levels of consensus : among the principal categories of stakeholder, and among countries (ISO is a network of the national standards bodies of 157\* countries). The future ISO 26000 will distil a globally relevant understanding of what social responsibility is and what organizations need to do to operate in a socially responsible way.

### **What will ISO 26000 contain ?**

The detailed content of ISO 26000 will evolve throughout its development process. The current\* working document covers the following :

Foreword

Introduction

**1** Scope

**2** Terms and definitions

**3** Understanding social responsibility

**4** Principles of social responsibility

**5** Recognizing social responsibility and engaging stakeholders

**6** Guidance on social responsibility core subjects

**7** Guidance on implementing practices of social responsibility

## CSR News Analysis Desk

### Community Development Project:

#### Lafarge Surma Cement BD Ltd CSR Initiatives

## Giving a drop of clean water

Anowara Begum had hardly any time to relax. Mother of eight small children, she marched with clock to prepare food for the family, wash utensils and clothes and do all other house-keeping jobs. Most trouble-some work was fetching water needed for all purposes – drinking, cooking and washing. Though there has been a tube well in the small courtyard of her small brick-walled tin-roofed house, it was of no use as it only spewed arsenic-infested water. The tube well was tested arsenic –positive and marked red. For Anowara, the only option was the nearby pond. It was alright for washing but certainly not for drinking. Anowara had no choice – she thought water



from pond was at least safer than the arsenic infested tube well water. The family of Anowara might have been saved from the scourge of arsenic but not from other health hazard. They remained regular victims of stomach ailments, particularly the children. In November last year, Anowara Begum and her family saw a ray of hope in easing their worries. As part of its corporate social responsibility, LSC provided well reputed Sono-filter to arrest arsenic. It not only brought a great relief but an access to safe drinking water. For Anowara, it is a moment of joy when she taps out a glass of safe water for her children



## Corporate Advertisements

# CSR

## Bangladesh

### Corporate Social Responsibility Bangladesh

[A partner for sustainable Growth and Development]

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**Corporate Social Responsibility of Bangladesh - CSR Bangladesh** is being launched with a vision to facilitate, expand and encourage CSR practice in Bangladesh. The CSR Bangladesh's objectives are to become the source of information, resources and advisory services on SR in Bangladesh.

**Scope of CSR**

- Raise CSR Awareness among stakeholders
- Provide Strategic, structured and systematic tools for CSR practice and adoption
- Evaluate, implement and monitor CSR for profit maximization
- Good Governance Advisory Services
- Establish benchmark for CSR practices

Available!

First  
Social Responsibility  
Monthly E-Newsletter

[www.csrbangladesh.org/newsletter/](http://www.csrbangladesh.org/newsletter/)  
 \*Please Register for Monthly Subscription  
[www.csrbangladesh.org/subscribe/](http://www.csrbangladesh.org/subscribe/)

SERVICES:

Education	Research
<ul style="list-style-type: none"> <li>- Awareness Creation</li> <li>- Publications</li> <li>- Organizational Study</li> <li>- Project Development</li> </ul>	<ul style="list-style-type: none"> <li>- Curriculum Development</li> <li>- CSR Benchmark Survey</li> <li>- Industry Research and advocacy</li> <li>- Industry focused CSR Research</li> </ul>
Training	Consultancy
<ul style="list-style-type: none"> <li>- Corporate Training</li> <li>- CSR Essentials</li> <li>- ISR Training</li> <li>- Corporate Accountability Training</li> <li>- Workshops</li> <li>- Debate</li> <li>- Roundtable Discussion</li> </ul>	<ul style="list-style-type: none"> <li>- Industrial Consultancy</li> <li>- Management Consultancy</li> <li>- Marketing Consultancy</li> <li>- IT Consultancy</li> <li>- Sector Consultancy</li> <li>- Advertisement Services</li> <li>- CSR Implementation</li> </ul>

Contact Address:

<b>Chairman</b>	:	<b>Prof. Anisuzzaman, Ph D, Post Doc</b>
<b>Executive Director</b>	:	<b>Edward Probir Mondol, MBA (USA)</b>
<b>Director</b>	:	<b>A K M Ahsanul Hoque, MBA</b>

Office Address:

House No. 170, Lane 3, Mohakhali New DOHS  
 Dhaka 1206, Bangladesh Phone: Office: +88-02-8832730  
 Fax: +88-02-8832521  
 Cell: +88-01715-802 283, 0171 3363703  
 E-mail: [contact@csrbangladesh.org](mailto:contact@csrbangladesh.org), [epmondol@csrbangladesh.org](mailto:epmondol@csrbangladesh.org)  
[anisuzzaman@csrbangladesh.org](mailto:anisuzzaman@csrbangladesh.org), [ahoque@csrbangladesh.org](mailto:ahoque@csrbangladesh.org)  
 URL: <http://www.csrbangladesh.org>



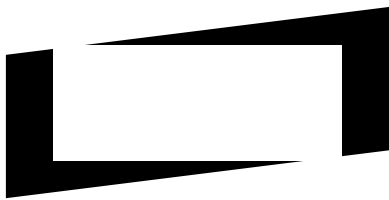
## Corporate Social Responsibility Bangladesh

### Contact: Address:

House No. 170, Lane 3, Mohakhali New  
DOHS, Dhaka 1206, Bangladesh  
Tel:+880-2-8832730, Fax: +88-02-  
8832521, Cell:+880-171-580 2283  
Email: [info@csrbangladesh.org](mailto:info@csrbangladesh.org),  
[contact@csrbangladesh.org](mailto:contact@csrbangladesh.org)  
website: [http://  
www.csrbangladesh.org](http://www.csrbangladesh.org)



**Bangladesh**



### Editorial Board:

Editor in Chief:  
Edward Probir Mondol

Executive Editor:  
Prof. Kamal Wadud

Technical Editor:  
Prof. Dr. Monirul Islam

Editorial Assistant:  
Afsana Amin

### Advisors:

Prof. Dr. Anisuzzaman  
Prof. Kamal Wadod  
Prof. Dr. Monirul Islam  
James Haran Gain  
Mohiuddin Babar

### Contact:

Edward Probir Mondol  
Editor in Chief  
CSR Bangladesh  
[editor@csrbangladesh.org](mailto:editor@csrbangladesh.org)  
House # 170, Lane 3, Mohakhali New DOHS, Dhaka  
1206, Bangladesh

### Communications Director:

A K M Ahsanul Hoque  
[ahoque@csrbangladesh.org](mailto:ahoque@csrbangladesh.org)

## About CSR Bangladesh

### What is CSRB?

Corporate Social Responsibility of Bangladesh – CSR Bangladesh is being launched with private sector start up to facilitate, expand and encourage CSR practice in Bangladesh. Registered as a firm in 2008.

### What does it do?

The CSR Bangladesh objective is to become the source of information, resources and advisory services on CSR in Bangladesh.

### Scope/Area of CSRB

Raise CSR Awareness amongst CSR stakeholders

Provide Strategic, structured and systematic tools for CSR practice and adoption

Evaluate, implement and monitor CSR for profit maximization

Good Governance

Establish benchmark for CSR practices

### VISION

Our vision is to create awareness regarding CSR for the organisation with its primary stakeholders and extended enterprise the benefits of social compliance and sustainability.

### MISSION

To be a partner for sustainable growth and development.

-