



SUSTAINABILITY POLICY

Nepal Sanctuary Treks wants to help the environment in a positive way by promoting sustainability. We care about the environment and believe it's important to follow good sustainability practices to reduce our impact. Our aim is to contribute to economic, environmental, and social progress for a sustainable future.

Our Sustainability Policy is guided by the following principles:

- We comply with and, whenever possible, exceed all relevant national laws, regulations, and guidelines.
- We incorporate sustainability considerations into every business decision we make.
- We ensure that all staff members are well-informed about our Sustainability Policy and are dedicated to implementing and enhancing it.
- We minimize the environmental impact of our office and tour operation activities.
- We inform our clients and suppliers about our commitment to sustainability and encourage them to adopt sustainable management practices.
- We regularly review and report on our sustainability performance, striving for ongoing improvement.
- We maintain accountability and transparency in our sustainability achievements.
- To minimize the negative effects on sustainability caused by our office and transportation activities.
- To promote and assist local suppliers by buying products and souvenirs that are locally produced and align with fair trade and sustainability values.

Mission statement:

- At Nepal Sanctuary Treks, our mission is to provide quality and safe experiences while supporting a sustainable society and business.
- We strive to reduce negative impacts on the environment and society, and we actively encourage our chain suppliers and guests to adopt sustainable practices.
- Through awareness-building and responsible operations, we aim to be a socially, economically, environmentally, and culturally responsible trekking company.
- We are committed and implemented to our sustainability policy, compliance with regulations, and minimizing our operational impact. Transparency is paramount in our sustainability efforts.
- Support business partners (accommodation providers, excursion providers) towards more sustainability by circulating the best sustainability practices and encouraging the adoption of sustainability practices.
- Create sustainability awareness among our guests, office, and trekking staff
- To fulfill and comply with national legislation, regulation, and codes of practice.
- Reduce the impact of our internal operation and trekking operation activities.
- Ensure transparency in regard to sustainability policy



SUSTAINABILITY POLICY

- Work closely with our suppliers to deliver higher sustainability standards and motivate them toward more sustainable.

Vision statement

We aspire to lead the trekking industry in Nepal, offering exceptional experiences that prioritize sustainability and generate positive impacts on the environment and local communities. Our vision is to utilize travel experiences as a vehicle for safeguarding the exquisite natural landscapes, upholding the cherished traditions, and embracing the lively culture of the Himalayas.

Core Values

Labour Standards and Human Rights: Our Company upholds and supports human rights as outlined in the United Nations Declaration of Human Rights. We also require our suppliers to adhere to these principles. At Nepal Sanctuary Treks, we ensure compliance with national labor standards across all our operations. Our Human Resource policy contains comprehensive guidelines that outline our internal employment standards. One of our most stringent policies is our zero tolerance for child labor. We are committed to creating a workplace free from any involvement or support of child labor.

Environment: We prioritize minimizing our environmental footprint and taking responsibility for any potential negative impacts. Through the implementation of specific policies, we actively work to prevent and mitigate any adverse effects.

Anti-Corruption: We maintain high standards of honesty and integrity across all aspects of our operations. Our company is committed to combating corruption and bribery in all forms and strictly prohibits such practices within our organization and in our business relationships. We have a zero-tolerance approach towards corruption.

Employee and Trekking Crew welfare: Our company prioritize ensuring safe working conditions within our office premises. When it comes to field operations such as trekking, we take great care in providing proper gear and equipment to our trekking guides and porters to ensure their safety and reduce the risks associated with trekking in challenging or hazardous environments.

2. Sustainability Management and Legal Compliance

Sustainability Coordinator

The company has selected Pramila Shrestha as the Sustainability Coordinator. Pramila takes an active role in implementing the sustainability policy and action plan, regularly communicating with colleagues and management about the impact of these initiatives and the progress of objectives. The sustainability coordinator refreshes her knowledge of sustainable practices through an online basic training course in the Travelife system every two years.

Name: Pramila Shrestha

Job title: Business Development and Sustainability Coordinator

Contact: +977-9818437173

Sustainability Coordinator Tasks

- Manage Travelife reporting and certification processes.
- Ensure all staff have a clear understanding of sustainability and our company policy.



SUSTAINABILITY POLICY

- Provide regular reports (at least twice a year) to management on sustainability progress and challenges within the company.

Essential Duties and Responsibilities

- The Sustainability Coordinator is responsible for the following key tasks:
 - Monitor and support sustainable initiatives to foster collaboration.
 - Monitor and gain support for the action plan.
 - Enter information into the Travelife reporting system and coordinate certification.
 - Communicate sustainability efforts to staff through meetings, reminders, and websites.
 - Maintain informational resources on sustainability.
 - Research and engage with social enterprises focused on waste management and energy efficiency.
 - Conduct eco-friendly meetings with staff, including office employees, guides, and cooks.
 - Develop best practices and guidelines from Travelife and communicate with the Managing Director.
 - Prepare sustainability policies for clients, accommodation providers, excursion providers, guides, cooks, and internal initiatives based on Travelife guidelines.
 - Create written, digital, and visual resources for sustainability activities and education.
 - Provide administrative support to the Green Team, including meeting scheduling and follow-ups.
 - Actively contribute as a member of the Operations Services & Innovation team.
 - Coordinate and collaborate with the Managing Director and Green Team on positive impact and sustainability matters.

Engagement of Company

Management Integration

At Nepal Sanctuary Treks, we promote sustainability by integrating it into our management practices. One of the ways we achieve this is by creating a **Green Team** dedicated to implementing sustainable initiatives. Our Green Team at Nepal Sanctuary Treks includes members from management, operations, procurement, and trekking field leadership. By involving these key stakeholders, we ensure that sustainable practices are integrated into various aspects of our operations, from procurement to trekking field operations.

Trained Key staff: Every two years, all essential staff members undergo a refresher course in Travelife Basic Training, accompanied by additional sustainability training.

Additional training management:

The sustainability coordinator, along with key staff members and/or management, have participated in specialized training and educational programs on sustainable tourism management. These programs were conducted by Travelife through workshops and webinars organized by the import promotion desk.



SUSTAINABILITY POLICY

Social Cooperation

Collaboration

- Nepal Sanctuary Treks has actively pursued partnerships and memberships with renowned organizations in the travel industry to promote sustainable tourism practices.
- The company is a general member of PATA, NATA, KEEP, and TAAN, regularly receiving updates and sending their staff to participate in training programs organized by these organizations.
- In 2019, the company became a partner of Import Promotion Desk (IPD), which is dedicated to promoting sustainable tourism. The management team has actively participated in IPD's training programs and seminars on sustainable tourism in Kathmandu.
- Throughout the pandemic, Nepal Sanctuary Treks has also attended various sustainable tourism-related webinars.
- In 2023, the company has engaged with ATTA (Adventure Travel Trade Association) as a member, utilizing their member hub to communicate and share their sustainability efforts within the ATTA global network.

Corporate Social Responsibility

Nepal Sanctuary Treks actively engages in community development initiatives such as infrastructure development, education, health, and sanitation projects. Also please refer to [Corporate Social Responsibility Page](#) and [blog](#):

- Conducted a workshop on sexual abuse, good touch, bad touch, and safe online practices to the children.
- Contributed to the Protect Nepal Initiative through Grande International Hospital. The initiative aims to provide locally-made face shields to protect healthcare professionals during the COVID-19 pandemic.
- Distributed food to porters living in remote areas during the COVID-19 pandemic.
- Provided financial support to trekking guides throughout the COVID-19 pandemic.
- Made a financial contribution towards the establishment of temporary toilets in the Terai region in collaboration with Nobel Compassionate Volunteers (NCV) following the tornado disaster in 2019.
- Supported a health camp in the Upper Mustang region of Nepal in collaboration with the Godavari Aluminum Association. Evidence of this collaboration is attached.
- Collaborated with the Katja Foundation and NCV for earthquake relief programs.

Access to the Policy

- The company sustainability policy is accessible to all employees, business partners as well as the public.
- Website has the sustainability policy as a pdf attachment.
- We have developed code of sound sustainability practices handbook for our chain suppliers and requesting them to adopt sustainability standards



SUSTAINABILITY POLICY

- We have recommended Travelife web address to our accommodation suppliers.

Action Plan

- Encourage and actively involve our employees in the creation and execution of our sustainability action plan, making sure they are aware of and dedicated to our Sustainability Policy.
- Ensure that all action plans are monitored and have specific deadlines.
- Utilize the Travelife Action plan system to develop our action plans.
- Comply with all applicable national laws related to sustainability.
- We schedule meetings with our office staff and trekking crew to discuss and communicate our sustainability policy and action plan. We actively seek suggestions and input from our staff members during these meetings. Furthermore, we assign tasks to different staff members to ensure the successful implementation of our action plan, and we conduct follow-ups accordingly.

Monitoring and Evaluation

- Employ the Travelife Action Planning tool to track the completion status of actions.
- Implement Doko Recycler Dashboard for waste.
- Maintain records of training using simple attendance lists.
- Monitor feedback from customers from Google online form
- Inspection of new hotels and existing hotels
- Send out the Hotel Sustainable Practices Survey form
- Implement Carbon Emission form to calculation impact of trek and tour.
- Electricity consumption measurement
- Record A4 size paper rim consumption

Staff Communication

- Regular meetings are held with the Managing Director, General Manager, and Sustainability Coordinator to discuss sustainability updates, new ideas, and action plan implementation.
- Monthly meetings are conducted with all office employees (depending on the season) to provide updates on sustainability efforts.
- Trekking guides have meetings at least once a month during the off-season to discuss sustainability, action plans, progress, and their responsibilities.
- Guides returning from trek are called for meetings to receive updates on treks and client feedback. They are given feedback forms to evaluate the company's service and performance.
- Minutes of meetings are recorded to document important updates and decisions for future planning.
- The Sustainability Coordinator regularly communicates with the Managing Director through phone calls to report actions and remedial processes.
- During the COVID-19 lockdowns, general staff meetings were not possible. Instead, staff members were contacted regularly via email and phone calls to check on their well-being.



SUSTAINABILITY POLICY

- In late 2020, the staff in Kathmandu participated in a day walk and rubbish cleaning exercise to maintain morale.

Legal Compliance and fair Business Practices

- The company ensures compliance with all necessary legal obligations pertaining to health, safety, labor, anti-bribery, corruption, and environmental aspects.
- We regularly stay updated on the labor laws, health and safety regulations of Nepal, and strictly adhere to the guidelines set by the Nepalese government.
- Maintain a zero-tolerance policy towards bribery and corruption, and we diligently fulfill our tax obligations to the government within the specified time frame

Internal Management, Social Policy and Human Rights

Sustainable Purchasing

Paper:

- We prioritize purchasing environmentally certified Peppa A4 size paper for our office, which is made from 100% ocean and landfill-bound paper waste as part of the Think Trash Initiative. This high-quality, 75gsm paper is de-inked without bleaching and free from optical brightening agents, ensuring a brightness level of 90%.
- Tea and coffee: We source these items directly from local suppliers, purchasing them in bulk.

Catering:

- We strive to offer a minimum range of sustainable products for catering, including seasonal, locally produced, organic.
- The company provides lunch to staff members to reduce plastic waste from food containers.
- The food menu varies daily and is prepared with proper hygiene standards.
- Kitchen staff fill out a food estimation form and make monthly purchases, delivered by our driver, to reduce packaging waste and eliminate the need for frequent store visits.
- Employees are encouraged to buy food items from local wholesale shops instead of department stores to minimize packaging.
- Staff members are encouraged to bring cloth bags for shopping.
- No MSG is used in food preparation by the company's kitchen staff.
- The company prioritizes buying organic tea and coffee for both office and trekking purposes.
- The company has a large compound area where vegetables and fruits are grown and mainly used in meals.
- Monthly menus are carefully planned to avoid overestimating and wasting food items.

Giveaways:

- Our approach to giveaways involves purchasing crafts that represent the diversity of local cultures. We prefer buying directly from artisans or community-led initiatives for example pashmina shawl, Lhokta Note book from Jamarko



SUSTAINABILITY POLICY

- The company generously distributed tents to individuals affected by the 2015 earthquake and its own staff members.
- Every client is offered a Duffel bag and Mug as a token of appreciation.

Cleaning materials:

We choose natural cleaning products that are less harmful to the environment and provide training to our housekeeping personnel on eco-friendly cleaning techniques, such as using less water.

Paint:

To promote a healthy working environment, we purchase Asian Paint lead-free and water-based paint for our new office, ensuring the well-being of our employees.

Procurement and Paper

- Melamine plates, ceramic items, and stainless cups are used for office purposes instead of disposable alternatives.
- Each email includes a note below the signature, encouraging recipients to consider the environment before printing.
- Printing is minimized and reserved for necessary documents, with a preference for electronic communication via email.
- Paper used within the company is collected for reuse and recycling.
- Staff members are encouraged to utilize recycled paper when printing is required.
- Documents are stored in Google Drive for secure backup and easy access.
- Proper page setup and layout are checked when printing is unavoidable to optimize paper usage.
- Recycled paper, specifically lokhta paper, is supplied to the printing press for producing envelopes, letterheads, flyers, and client folders.
- Documents, trip dossiers, and other information are primarily sent electronically via email.
- The company has a "Think before you print" policy in place.
- A4 size paper made from 100% ocean and landfill-bound paper waste is purchased.
- Waste paper is reused for printing or making notes, and scrap paper is collected in a designated box.
- Computers are set to print double-sided, and old contracts and one-sided printed documents are reused for personal purposes on the blank side.
- Staff members are encouraged to use ink-efficient printing settings to reduce ink consumption.
- Invoices and quotes are sent via email as PDF files, minimizing paper usage and promoting reuse.
- Biodegradable soap and cleaning powder are used for office cleaning purposes.
- The office supplies such as business cards, letterheads, flyers, client folders, and envelopes are crafted from Lhokta paper, a type of Nepali handmade recycled paper. We have been



SUSTAINABILITY POLICY

utilizing the remaining stock of Lhokta paper for over two years and have not made any additional purchases.

- During camping treks, our cooks are provided with an estimation list where they can estimate and note down the required items. This helps us minimize wastage and enables us to purchase the necessary items in bulk from suppliers. By ordering according to the estimated needs, we aim to reduce waste and optimize our procurement process.

Promotional Materials

- We employ digital promotion methods, utilizing social media platforms, to promote our travel products.
- For the WTM London 2023 event, we printed 50 brochures using gloss-free paper and French cartridge, prioritizing environmentally friendly printing materials.

Energy

Energy Reduction policy

- Computers are set to sleep mode during lunch breaks to save energy.
- Utensils are washed in bulk rather than individual cleanings to conserve water.
- Employees are encouraged to use the half flush for short toilet usage and the full flush for longer usage.
- Fans are turned off during lunch breaks or before leaving to reduce energy consumption.
- Regular mailbox cleanup and unsubscribing from unnecessary mailing lists are encouraged.
- Links and shared folders are used instead of heavy email attachments for file transfer.
- All electronic devices and lights are switched off before leaving the office.
- Reminder stickers are placed around the office to promote energy-saving practices and remind employees to turn off lights when leaving the office.
- To ensure energy-efficient lighting throughout the office, each room is equipped with expansive windows featuring adjustable blinds, allowing ample natural light to enter.
- LED lights have been installed to further enhance energy efficiency.

Sustainable Energy

- At our office, we employ solar panels and an inverter for our energy requirements.

Water reduction policy

- The office has implemented a dual flush system in its toilets.
- Reminder posters promoting water-saving practices have been placed in the kitchen and office restroom areas.

Water Sourcing

- The office utilizes underground water for official cleaning purposes and has a rainwater collection system in place. The collected rainwater is utilized for various purposes, including irrigation and restroom facilities.
- As for drinking water, the office procures refillable 20-litre gallon containers.



SUSTAINABILITY POLICY

Waste Management

- The Doko facility handles the transportation of recyclable items, while the municipality deals with the disposal of non-recyclable items.
- Additionally, the composting bucket is utilized to store kitchen organic waste, which is later transformed into fertilizer for gardening purposes, benefiting both garden plants and rooftop vegetables.
- Upon arrival, guests will be offered a reusable metal bottle to encourage sustainable practices and reduce plastic waste.
- Compostable lunch boxes are used.
- Stainless steel bowls, cutlery, and cups are utilized.
- Cloth bags are provided to trekking staff for garbage collection along the trails, instead of plastic bags.
- The kitchen staff uses reusable cloth bags for shopping purposes.
- To minimize waste, we choose to print a limited number of brochures on non-glossy paper for trade fairs. Any leftover brochures are saved and reused for upcoming fairs.
- We provide clients and agents with locally sourced, handmade souvenirs including mugs, Lhokta paper notebooks, and Pashmina shawls.
- Due to the inadequate recycling facilities in Nepal, we encourage clients to responsibly take their used batteries back home.
- We have transitioned our office to digital operations by replacing paper-based guest feedback forms with an online Google form.

Mobility

- Due to the unreliability, inconvenience, and time-consuming nature of public transportation, employees choose to use Pathao rides for their daily commute. Additionally, some trekking guides have their own bicycles.
- For staff members who own vehicles, the office supplies them with fuel.
- During the monsoon or off-season, staff members who do not own vehicles are encouraged to work from home if it is feasible for them.
- We comply with Nepal's emission standards, conducting thorough checks on our company cars every six months. A green sticker on the car window indicates the latest inspection date.
- Our vehicles feature advanced European Technology for engine cleaning. This innovative technology reduces carbon deposits, emissions, noise levels, and fuel consumption, while also improving mileage and engine lifespan.

Reducing Pollution

- In our office, we employ a do-it-yourself (DIY) cleaning solution to maintain cleanliness on the floors.
- The garden is nourished with compost derived from kitchen waste.



SUSTAINABILITY POLICY

- Recyclable items are thoroughly cleaned and placed in waste segregation bins.
- Additionally, biodegradable hand wash soap is utilized in the washroom.
- Both inside and outside of the office, we have utilized lead-free and water-based paints for the painting process.
- Instead of relying on generators, we have installed an inverter for lighting purposes during load-shedding.
- We prioritize digitalization and minimize the use of paper.
- The office compound is surrounded with fruit and flower trees, creating a serene and peace working atmosphere.
- In the kitchen area, we separate the bins to sort different types of waste, and in the office rooms, we provide Doko for collecting recyclable paper.

Accommodation

We primarily choose small boutique hotels, often owned or operated by local individuals, for our accommodations. Before entering into a contract, our management team conducts thorough inspections of these hotels.

Both we and our preferred service providers (for exterior and/or interior services) integrate local art, architecture, and cultural heritage elements into our designs and offerings.

We have established a policy and contract to guide our accommodation providers in adopting sustainable practices and meeting our requirements. The policy emphasizes the selection and offering of locally produced, fair trade, and organic food, as well as supporting locally made souvenirs that adhere to fair trade and sustainability principles. Additionally, we encourage accommodations to prioritize the following sustainability considerations:

- Ensuring 100% child protection
- anti-corruption and bribery
- Implementing effective waste management practices
- Promoting water efficiency and rainwater harvesting
- Utilizing renewable energy sources
- Supporting the local community
- Animal welfare,
- Protection of biodiversity
- Sustainable food practices

We sent online survey form on “Accommodation Sustainable Practices” to evaluate their sustainability.

Transportation

Our drivers have undergone training in environmentally conscious driving techniques. NST has developed a longstanding collaboration with a transportation provider, placing great importance on upholding exceptional standards in terms of vehicles and skilled drivers, ensuring the utmost



SUSTAINABILITY POLICY

safety for their clients. The company has adopted the Travelife Carmacal system to assess and manage their carbon emissions associated with tours.

Activities

Biodiversity Conservation

Biodiversity conservation is a top priority for us and our chosen service providers. We strictly adhere to regulations to ensure that wildlife species are sustainably utilized and in compliance with local, national, and international laws.

No Wildlife Harvesting and No Negative Impact on Wildlife

At Nepal Sanctuary Treks, we are deeply committed to sustainability and environmental stewardship. We have implemented the following policies to ensure the protection of wildlife during our excursions. We maintain a zero-tolerance approach towards any excursion providers who do not share our commitment.

No Wildlife Harvesting: We strictly prohibit any form of wildlife harvesting during our excursions. This includes hunting, fishing, or collecting wildlife, their eggs, or any other natural resources. This prohibition extends to activities such as consumption, trading, and purchasing of species listed on the IUCN Red List.

No Negative Impact on Wildlife: Our excursions are designed and conducted with utmost care to minimize any negative impact on wildlife and their habitats. We adhere to all relevant regulations and guidelines to protect and respect the natural environment.

We actively discourage activities that could potentially harm animals, such as elephant rides. Furthermore, we have designed our trekking experiences to minimize their impact on the environment, and our rafting excursions are conducted with a focus on sustainability.

Zero Tolerance with Excursion Providers:

We partner only with excursion providers who share our values and commitment to wildlife protection.

Any excursion provider found to be in violation of our wildlife protection policies will face immediate termination of our partnership.

Sustainable Excursion Policy

We arrange excursion activities such as rafting and safaris through our suppliers. We have a contractual agreement with them and clearly communicate our policies for implementation. We instruct them to educate their guides on sustainability based on the guidelines we provide.

Distributions of code of conduct and contract

Nepal Sanctuary Treks has distributed the Sustainability Codes of Good Practice developed by Travelife to the jungle safari resort and rafting excursion provider. These guidelines serve as a comprehensive framework for promoting sustainable practices and responsible operations in their respective businesses.



SUSTAINABILITY POLICY

Our contract with the excursion provider includes regular self-evaluations of their company and sharing this information with clients.

Child Exploitation

- Prioritize child protection and ensure that children's rights are respected. Exploiting child labor is unacceptable to us and our service providers. If any supplier is found to exploit child labor, their contract with us will be terminated immediately.
- Strongly oppose any form of child exploitation, such as child labor, trafficking, prostitution, and child pornography.
- Aware of local laws and regulations related to child protection and report any suspicions of child exploitation to the authorities.
- Nepal Sanctuary Treks arranges workshops in orphanages and community schools to promote awareness about child safety and prevent child exploitation. For our visits to orphanages and schools, we have established a set of guidelines and policies.

Please find the code of conduct in [Orphanage and School Visit Policy](#) and [CAS Trip Code of Conduct \(School Visit\)](#).

Tour leaders, local representatives, and guides

We have implemented a communication policy and a teahouse lodge camping trek briefing policy. Our guides have actively engaged in refresher training sessions and completed online training provided by Travelife.

To ensure our clients are well-prepared, we provide them with a comprehensive trip dossier containing crucial information such as cultural codes of conduct, environmental guidelines, and social insights. Additionally, we conduct pre-trek and pre-tour briefings to ensure our clients are well-informed before commencing their journey.

Our guides actively contribute to maintaining cleanliness along the trekking routes by collecting garbage. They are equipped with garbage bags, tongs, and weighing scales. Recyclable items are either deposited in designated bins along the trail or brought back to Kathmandu, where they are sent to the recycling facility known as Doko Recycler.

Furthermore, we offer a monetary incentive to guides who demonstrate exceptional effort in gathering a higher amount of litter.

Destinations

During camping treks, we prioritize purchasing local ingredients to support the community and minimize transportation-related carbon footprint.

Our accommodations primarily consist of homestays, local teahouse lodges, and small boutique hotels.



Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

We strictly adhere to legal requirements when visiting protected areas and heritage sites, covering the necessary entry and permit fees.

In camping treks, NST hires environmental porters who are responsible for collecting and properly disposing of the waste generated. The collected waste is brought back to the city and sent to a facility for appropriate treatment.

During the COVID-19 pandemic in 2020, NST organized a hiking trail cleaning campaign in the vicinity of Kathmandu valley's hiking trails.

In 2021, NST visited a local school with 800 students to conduct a Go Green campaign. Additionally, eco posters were distributed to schools as part of the initiative.

As part of their efforts, NST focuses on rubbish cleaning along the trails and educates teahouse owners about sustainable practices.

Customer Communication and Protection

We have created a policy called "Social Media, Video, and Photography Policy" to safeguard customer privacy. Our staff and guides are required to sign this policy. Additionally, we have developed a customer privacy policy that is posted on our website, and we have implemented cookie settings to enhance user experience.

Upon booking, clients are provided with a pre-trip form to fill out, including details like flight information, dietary needs, room preferences, physical fitness, trekking experience, and acceptance of terms and conditions.

To prioritize guest well-being, we've procured a dedicated water filter for our trekking expeditions. This proactive step ensures clean and safe drinking water for our guests throughout the journey. Currently, we have two filters in our inventory and plan to expand in the future.

We assess the quality of our service by utilizing online post-trip Google satisfaction surveys and gathering travel reports from our operations team. These reports are based on daily follow-ups and feedback received from our clients.

Human Resource Policy

Nepal Sanctuary Treks values its employees as a key asset and commits to creating appropriate policies and standards.

We ensure all staff have employment contracts, receive fair wages, and have access to benefits such as medical insurance and provident funds.

We comply with national laws regarding holidays, leave, and non-discrimination. We offer flexible working hours to accommodate individual circumstances.



Nepal Sanctuary Treks (Pvt.) Ltd.

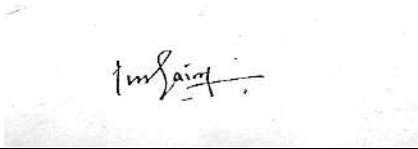


SUSTAINABILITY POLICY

Training programs and annual staff satisfaction surveys contribute to personal development and feedback. Throughout the COVID-19 pandemic, we have provided financial support to our employees. Our comprehensive Human Resource policy governs these practices.

An annual survey is conducted to gauge the satisfaction of employees.

Acknowledgement

This is acknowledgement of management team commitment to the developed policy and its content and communicate clearly with current staff members and suppliers for implementation. They understand this policy is not projected to encompass every situation which may arise during the employment, but it is only a general guide to the goals, policies, practices, benefits, and expectations of Nepal Sanctuary Treks compliance to its principles.

Tulsi Gyawali, Managing Director	
Prashant Rana, General Manager	
Pramila Shrestha, Business Development/ Sustainability Coordinator	



Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

APPENDICES

Sustainable Transport for Commute





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Cleaning Materials



Energy Efficient Bulb



Organic Green Tea



Biodegradable
handmade soap for rest
room



Solar Panel





Eco-Poster distributed by trekking leader at every teahouses





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Set up Fire Extinguisher at Office for safety





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Safety, Customer privacy policy, trek briefing and sustainability Training August 13-14 2018





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

In-House Health and Safety Training 2018



High Altitude Sickness Training February 2018





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINBILITY POLICY

Corporate Social Responsibility





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Waste Segregation Workshop by Doko Recycler





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Garbage Collection along the trail by Trekking Crew





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Rainwater Collection System Initiatives 2019-2021





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Initiatives 2019-2021





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

First Aid and Altitude Sickness related training at Grande International Hospital 2019





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Travelife Certificate Distribution 2019



Office Organic Garden





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Biodegradable Compost Smart Bucket



Certification





Nepalese handmade eco-friendly paper (Stationary)



Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Garbage Collection Day Hike



In-House Training 2022





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

Waste Management Impact



ENERGY

11177.69 Kwh



WATER

10573.62 L



TREES

6.38



OIL

818.55 L



LANDFILL SPACE

3.19 Cu.m



Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

In-House First Aid Training 2023





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

In-House First Aid Training 2023





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

In-House Guide Orientation, Communication and Sustainability Training





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

In-House Communication, Sustainability and Guide Orientation Training 2023





Nepal Sanctuary Treks (Pvt.) Ltd.

SUSTAINABILITY POLICY

In-House Camping Cook Training 2023

