



Nepal Sanctuary Treks

ANNUAL SUSTAINABILITY REPORT

2024-2025

Executive Summary

Overview

Nepal Sanctuary Treks is committed to promoting sustainable tourism by providing responsible trekking experiences while supporting local communities and preserving Nepal's unique natural and cultural heritage.

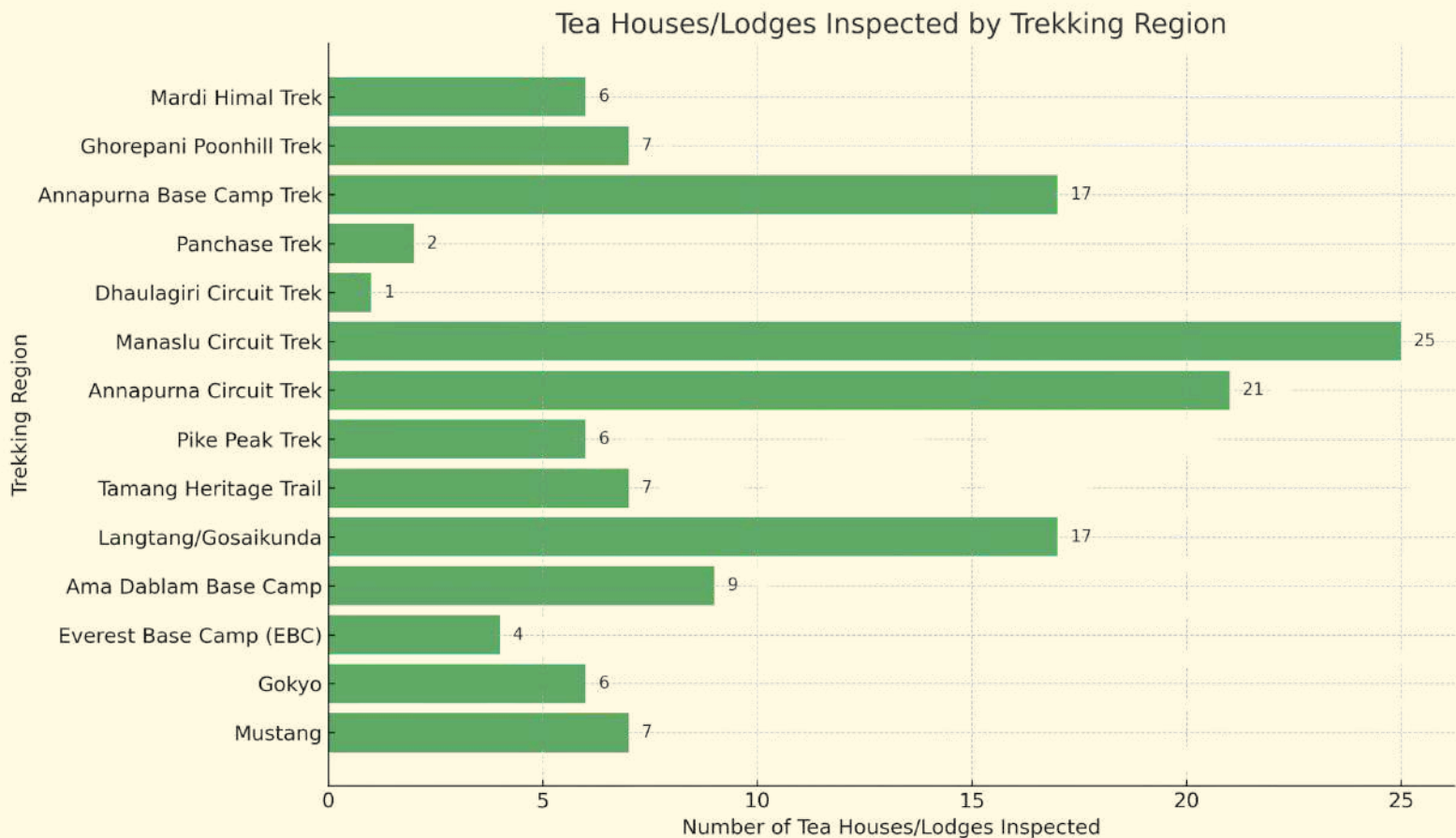
This report outlines our sustainability initiatives, achievements, and ongoing commitments during the reporting period, showcasing our efforts to foster environmental stewardship, social responsibility, and economic sustainability.



Nepal Sanctuary Treks was honored with the Travelife Certified Award for Excellence in Sustainability at the ITB Berlin event on March 6, 2024.

This marks our third consecutive successful recertification, following a rigorous audit conducted every two years.

Teahouse Lodge Inspection



To ensure quality and sustainability across our trekking routes, Nepal Sanctuary Treks conducts a rigorous Tea House and Lodge Inspection Program. We have developed the handpicked teahouse lodges database uploaded in TL system.

Trained guides perform regular assessments using a detailed inspection form covering:

- Sustainable practices including solar energy use, waste management, and water conservation
- Compliance with child labor laws and fair labor standards
- Accommodation quality, hygiene, safety, and comfort
- Support for local communities through employment and sourcing

Collaboration and Participation

Nepal Sanctuary Treks Successfully Completed IPD Sustainable Tourism Programme (2019–2024)

In 2024, Nepal Sanctuary Treks has successfully participated in the sustainable tourism programme of the German Import Promotion Desk (IPD) from 2019 to 2024. The company is considered ready for the European tourism market according to the IPD criteria.

Nora Eichhorn, Sustainable Tourism Expert at IPD, officially handed over the certificate to our Managing Director, marking this significant achievement in 2024.



Collaboration and Participation

Panelist at Travelife Press Meet

Sustainability Coordinator Pramila represented Nepal Sanctuary Treks as a panelist at a Travelife press event organized by Prakriti Resort in collaboration with the Nepal Tourism Board and Hotel Association of Nepal.



Prakriti Resort & organic Farm Site- Inspection

Completed a site inspection and signed an MoU with Prakriti Resort and Organic Farm, a Travelife Certified Gold property that meets global sustainability standards. This partnership supports ongoing collaboration and knowledge exchange in sustainable tourism practices.



From Plastic bottle to Glass bottle

Hotel Tibet, our partner replaced plastic water bottles with reusable glass bottles in guest rooms.



Collaboration and Participation

Sustainability Contract Renewal

The sustainability contracts with our partner hotels, transportation providers, and excursion providers have been reviewed, updated, and formally renewed through signed Memoranda of Understanding (MoUs).

Hotel Ambassador, our partner sets a New Sustainability Benchmark

One of the Lowest Carbon Footprints in the Region — Just 5.3 kg CO₂ per Room Night!

In proud collaboration with the Hotel Association Nepal (HAN), Hotel Ambassador by ACE Hotels has successfully completed a certified Carbon Footprint Assessment. Independently verified for accuracy and transparency, the results confirm that their carbon footprint is just 5.3 kg of CO₂ per room per night—one of the lowest in our category, both locally and globally!

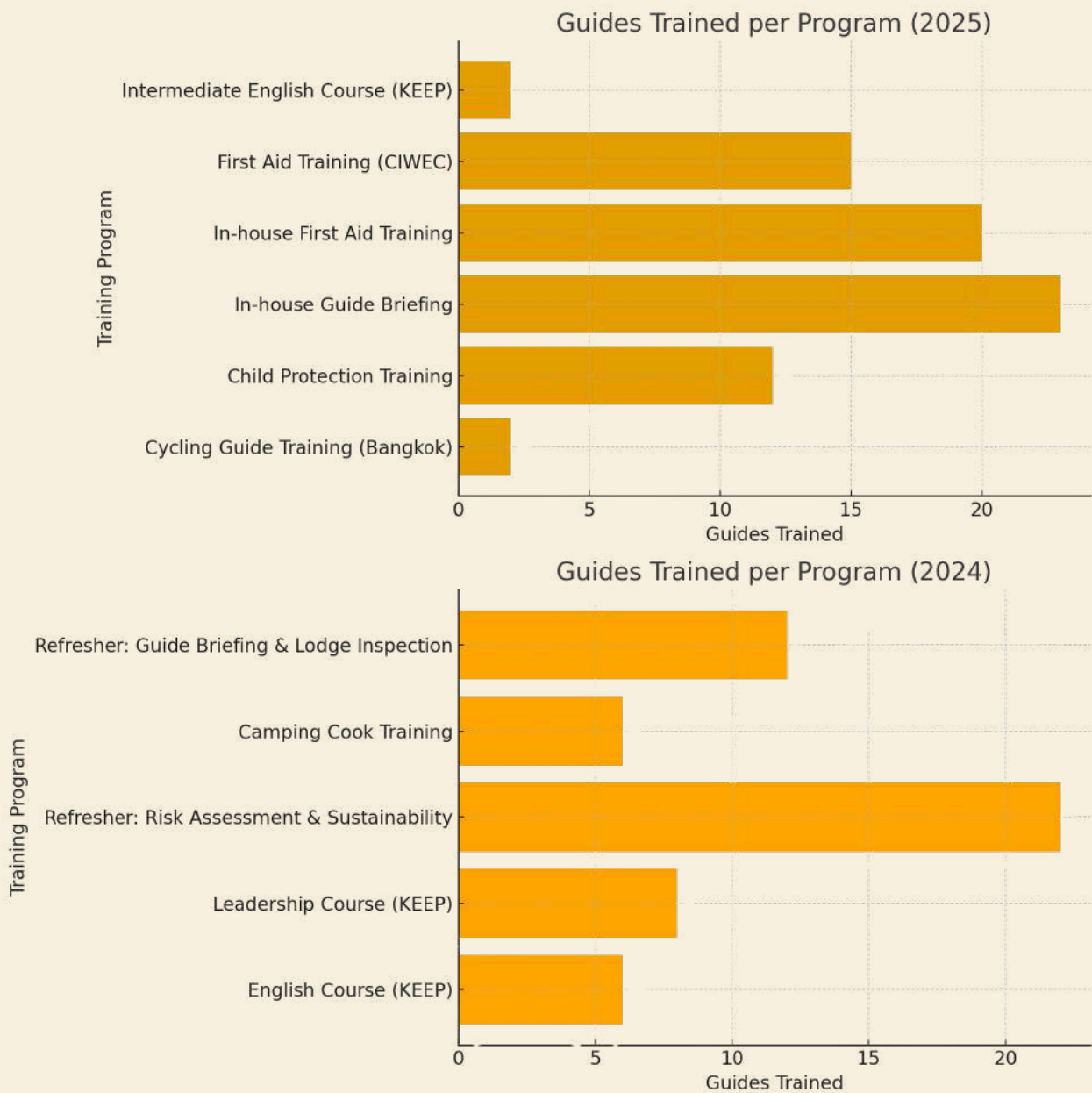


Guide Training & Development

| Year | Training Program | Duration | Guides Trained |
|------|---|-----------|----------------|
| 2024 | 1-month English Course (KEEP) | 208 hours | 6 |
| 2024 | 5-day Leadership Course (KEEP) | 40 hours | 8 |
| 2024 | 1-Day Refresher: Risk Assessment, Social Impact Survey, Communication, Guide Briefing, Sustainability | 8 hours | 22 |
| 2024 | 2-Day Camping Cook Training | 16 hours | 6 |
| 2024 | 1-Day Refresher: Guide Briefing, Lodge Inspection, Sustainability (Spring) | 8 hours | 12 |

| Year | Training Program | Duration | Guides Trained |
|------|---|-----------|----------------|
| 2025 | 3-day Cycling Guide Training in Bangkok | 24 hours | 2 |
| 2025 | Travelife Child Protection Training | 3 hours | 12 |
| 2025 | In-house Guide Briefing: Professionalism, Sustainability & Child Protection | 8 hours | 23 |
| 2025 | 3-day In-house First Aid Training (Dr. Kulesh Thapa & team) | 24 hours | 20 |
| 2025 | 4-Hour First Aid Training at CIWEC Hospital | 4 hours | 15 |
| 2025 | 1-month Intermediate English Course (KEEP) | 120 hours | 2 |

Guide Training & Development



Our guides play a vital role as ambassadors of sustainable tourism. Between 2024 and 2025, they took part in extensive training programs.

All supporting documents such as training agendas, attendance records, certificates, database and photos have been documented in the Travelife Reporting System.

Additionally, we maintain a Guide database to track each individual's training participation annually to monitor progress over time. The database uploaded in the TL system for reference.

Guide Training & Development

Basic Life Support Training at CIWEC Clinic



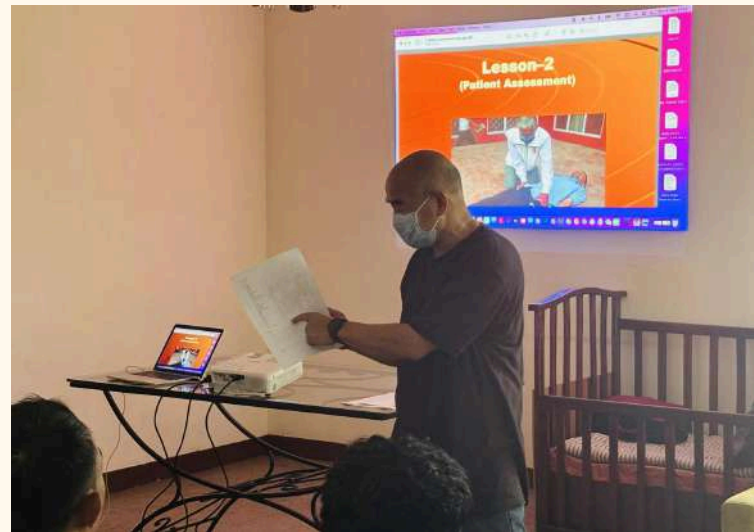
Guide Training & Development

4-day In-House Refresher First Aid Training Autumn 2025



Guide Training & Development

4-day In-House Refresher First Aid Training Autumn 2025



Guide Training & Development

1-day Guide Briefing and Child Protection Training



Travelife Child Protection Training

Sustainability Certificate



This is to certify that

Bishal Shrestha

has completed the "Child protection training" training.

Date 07-08-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Tanka Rai

has completed the "Child protection training" training.

Date 03-07-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Tenjing Sherpa

has completed the "Child protection training" training.

Date 18-08-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Pasang Sherpa

has completed the "Leading the way! - Guide training" training.

Date 02-07-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Dorji Tamang

has completed the "Child protection training" training.

Date 29-06-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Mangal Dhoj Tamli

has completed the "Child protection training" training.

Date 27-06-2025

Naut Kusters,
General Manager

Travelife Child Protection Training

Sustainability Certificate



This is to certify that

Purna Lama

has completed the "Child protection training" training.

Date 27-06-2025

Naut Kusters,
General Manager

Travelife is a trademark of Travelife

Sustainability Certificate



This is to certify that

Bhim Bahadur Sunuwar

has completed the "Child protection training" training.

Date 02-07-2025

Naut Kusters,
General Manager

Travelife is a trademark of Travelife

Sustainability Certificate



This is to certify that

Bal Bahadur Shrestha

has completed the "Child protection training" training.

Date 07-08-2025

Naut Kusters,
General Manager

Travelife is a trademark of Travelife

Sustainability Certificate



This is to certify that

Mangal Dhoj Tamli

has completed the "Child protection training" training.

Date 27-06-2025

Naut Kusters,
General Manager

Travelife is a trademark of Travelife

Sustainability Certificate



This is to certify that

Khadka Narayan Rai

has completed the "Child protection training" training.

Date 01-07-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Lakpa Nuru Sherpa

has completed the "Child protection training" training.

Date 01-07-2025

Naut Kusters,
General Manager

Travelife is a trademark of Travelife

Travelife Leading the Way & Guide & Sustainability Training

Sustainability Certificate



This is to certify that

Bishal Shrestha

has completed the Travelife training on Guides and Sustainability.

Date 07-08-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Tanka Rai

has completed the "Leading the way! - Guide training" training.

Date 03-07-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Dorji Tamang

has completed the "Leading the way! - Guide training" training.

Date 29-06-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Tenjing Sherpa

has completed the Travelife training on Guides and Sustainability.

Date 19-08-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

Pasang Sherpa

has completed the "Leading the way! - Guide training" training.

Date 02-07-2025

Naut Kusters,
General Manager

Sustainability Certificate



This is to certify that

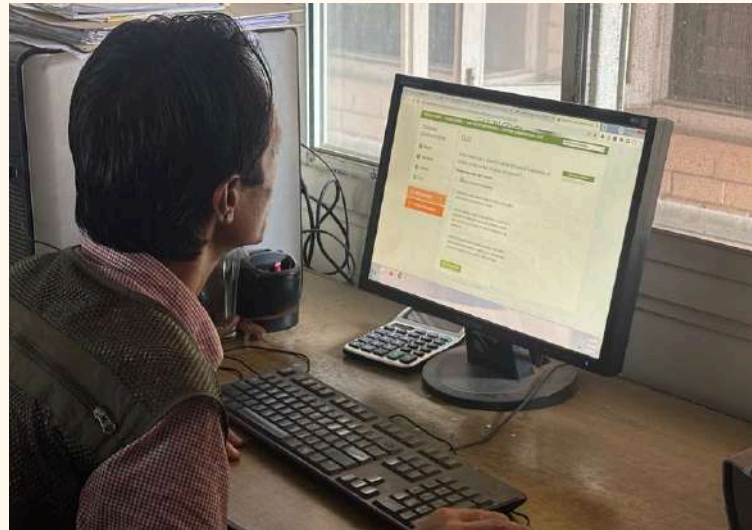
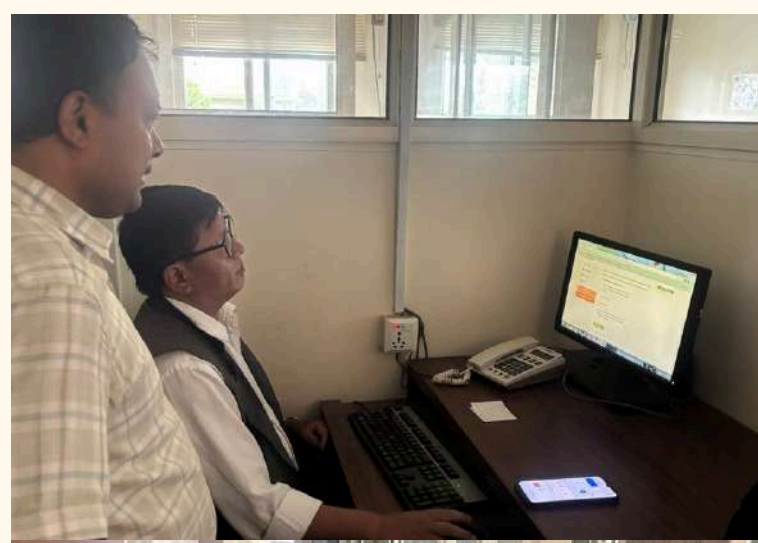
Bal Bahadur Shrestha

has completed the Travelife training on Guides and Sustainability.

Date 07-08-2025

Naut Kusters,
General Manager

Travelife Leading the Way & Guide & Sustainability Training



3-day Guide Training in Bangkok



| Description | Day 1 - 1st Sep | Day 2 - 2nd Sep | Day 3 - 3rd Sep | Day 4 - 4th Sep | Total | under budget |
|--------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------|--------------|
| For Janine Wagen duet 1980 tax 3% | 1800 | 1800 | 1800 | 1800 | 7,200.00 | -276.00 |
| For Meal | 300 | 300 | 300 | 300 | 1,200.00 | - |
| Total Driver Fee and Allowance | | | | | 1,184.00 | - |
| For Janine Wagen | 1200 | 600 | 600 | 1800 | 4,200.00 | 0.00 |
| For Janine Wagen | 140 | 0 | 0 | 140 | 280.00 | 0.00 |
| For Janine Wagen | 350.2 | 350.2 | 350.2 | 0 | 1,200.00 | 0.00 |
| Total Trip Expenses | | | | | 5,240.00 | - |
| Total Transfer | | | | | 13,864.00 | - |

Prashant (General Manager) and Purna Tamang (Trekking and Cycling Guide) participated in a guide training program organized by Spice Roads Cycling in Bangkok, held from September 3 to 5, 2025. They arrived a few days in advance for personal exploration and familiarization with the area.

Key Learnings from the Training:

- Guidelines and expectations under the Guide and Driver Policy
- Language skills, effective communication techniques, and integration of sustainability practices
- How to deliver an effective tour briefing and ensure client safety
- Training on snack and beverage preparation for cycling tours
- Best practices in food safety and hygiene
- Detailed route planning and ride briefing procedures

Guide Training & Development



For the Guides: Key Takeaways

Professional Expertise: Guides are now more confident in managing group dynamics, handling emergencies, and leading treks.

Enhanced Safety Skills: Through First Aid refresher training, guides are equipped to handle unexpected medical situations, ensuring traveler safety.

Specialized Knowledge: The training provided specific skills for different types of tours, from cycling, lodge treks and camping to sustainable practices, making our guides more versatile.

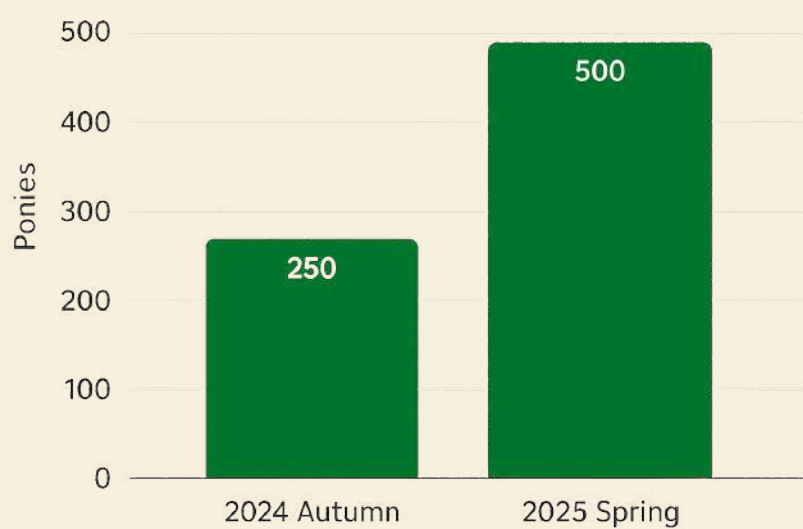
Improved Communication: Language and leadership training has strengthened communication skills, allowing guides to build stronger connections with guests.

Strengthened Sustainability Goals: The program successfully integrated core principles of sustainable tourism, empowering guides to promote environmental responsibility and support local communities during every tour.

Veterinary Outreach in the Upper Mustang

Nepal Sanctuary Treks partnered with a team of international and local veterinary doctors to improve the health and welfare of Tibetan ponies in Upper Mustang. All supporting evidence has been uploaded to the Travelife Reporting System.

Tibetan Ponies Treated



Impacts



Health Outcomes

Reduced disease incidence, improved pony health



Community Education

Owner training in care, vaccination, prevention



Livelihood Impact

Greater economic stability for families



Sustainability Alignment

Ethical treatment & responsible tourism

Veterinary Outreach in the Upper Mustang

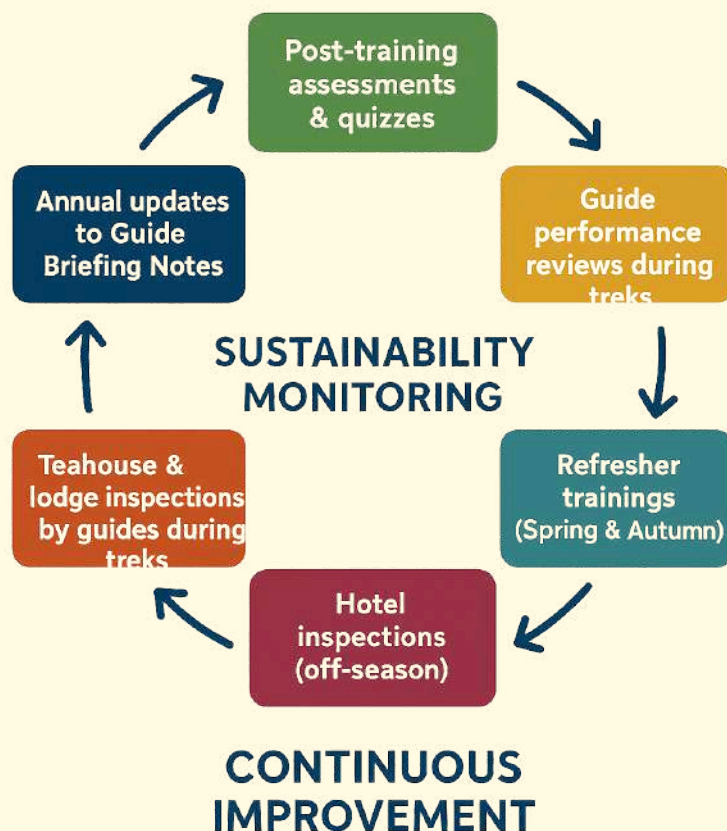




Monitoring & Evaluation

Nepal Sanctuary Treks maintains continuous monitoring and evaluation of all sustainability initiatives to ensure consistent quality, safety, and environmental performance. Our key practices include:

SUSTAINABILITY MONITORING & EVALUATION CYCLE



Monitoring & Evaluation

| Monitoring & Evaluation Activity | Description / Purpose | Timing / Frequency |
|---|--|------------------------------------|
| Post-training assessments & quizzes | Measure learning outcomes of staff and guides | After each training session |
| Guide performance reviews | Evaluate guides' skills, safety, and sustainability practices | During treks |
| Trekkers' feedback collection | Gather insights from guests on experience and sustainability practices | Online reviews & post-trip surveys |
| Refresher trainings | Reinforce training content and update guides on best practices | Spring & Autumn |
| Hotel inspections | Assess compliance with sustainability standards | Off-season |
| Teahouse & lodge inspections by guides | Monitor lodge quality, service, and sustainability | During treks |
| Updates to Teahouse, Lodge & Camping Trek Guide Notes | Incorporate best practices and current sustainability guidelines | Annually |

Sustainable Procurement 2024-2025



Singing bowl



Lhokta Bag



Prayer Flag



Lhokta Packaging



French Cartridge gloss free brochure



Nepal Sanctuary Treks Cup

Nepal Sanctuary Treks Goes Paperless with Online Pre-Trip Form

The screenshot displays the 'Pre-Trip Form' interface for Nepal Sanctuary Treks. At the top, a dark header bar contains the company logo, the title 'Pre-Trip Form', and a status 'Total Persons: 1' with 'ADD PERSON' and 'SUBMIT' buttons. Below the header, two checkboxes are visible: 'I/We have put all correct information and details.' and 'I/We Agree with the Terms & Conditions as provided by Nepal Sanctuary Treks.' The main content area is titled 'Person 1 Details' and features a progress bar with six steps: 1. Personal Information (active), 2. Insurance Detail, 3. Fitness Information, 4. Flight Information, 5. Emergency Contact, and 6. Additional Information. The 'Personal Information' section includes fields for First Name, Middle Name (Optional), Last Name, Gender, Nationality, DOB, Email, Phone 1, Phone 2 (Optional), Passport Number, Passport Issue Date, Passport Expiry Date, Address 1, and Address 2 (Optional). At the bottom right of the form are 'PREVIOUS' and 'NEXT' buttons.

Nepal Sanctuary Treks has launched an online pre-trip form for clients to complete before their trip. This form collects their important trip information like dietary requirements, fitness level, travel insurance, room type.

Previously, the form was a PDF that clients had to print, fill out, and scan back to us. The new online system simplifies the process, making it more convenient and completely paperless.

Cardamom Ecotourism Familiarization Trip

In May 2024, Nepal Sanctuary Treks joined the Cardamom Ecotourism FAM Trip organized by EcoHimal Nepal.

The trip focused on exploring new community-based tourism destinations in Lamjung, where nature, culture, and sustainable farming come together.

We visited villages with homestays and cardamom farms, and met with communities eager to welcome responsible travelers.

Based on what we learned, we have developed a new Cardamom Circuit Trek itinerary and published it on website.

<https://www.nepalsanctuarytreks.com/package/nepal-homestays-gateway-to-authentic-encounter/>



Promoting Sustainability: Eco Posters Distributed in Nepali Language

OBJECTIVE

To promote responsible and sustainable trekking practices by educating local teahouse lodges and trekkers on key environmental, social, and economic values through the distribution of an eco-awareness poster in the Nepali language.

SUMMARY

- Printed and distribute 30 eco-awareness poster written in Nepali language to ensure local understanding and engagement.
- These posters were distributed by trekking guides during their treks to every teahouse lodge along the route.

DISTRIBUTION METHOD

- Trekking guides were briefed and trained on the content and importance of the eco poster.
- Posters were personally delivered and explained to teahouse owners and staff.
- Guides encouraged visible placement of the poster in common areas of each teahouse.



Poster Credit: Robin Boustead, GHT Pioneer

OUTCOME & IMPACT

- The poster was well received by lodge owners and staff, with many expressing appreciation for the materials in the local language.
- The initiative reinforced Nepal Sanctuary Treks' commitment to sustainable tourism and community engagement.

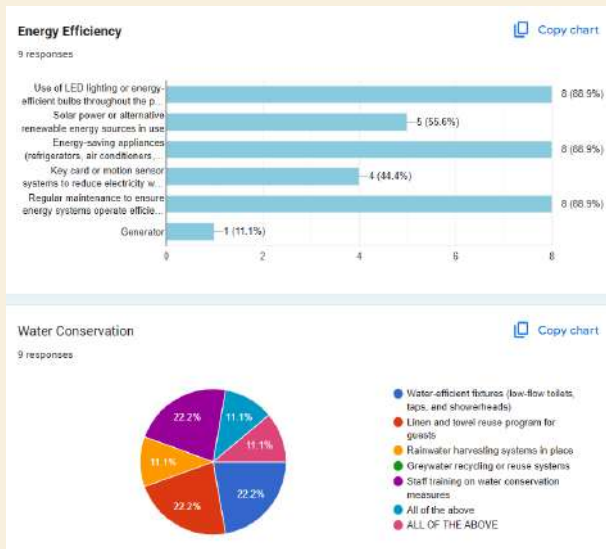
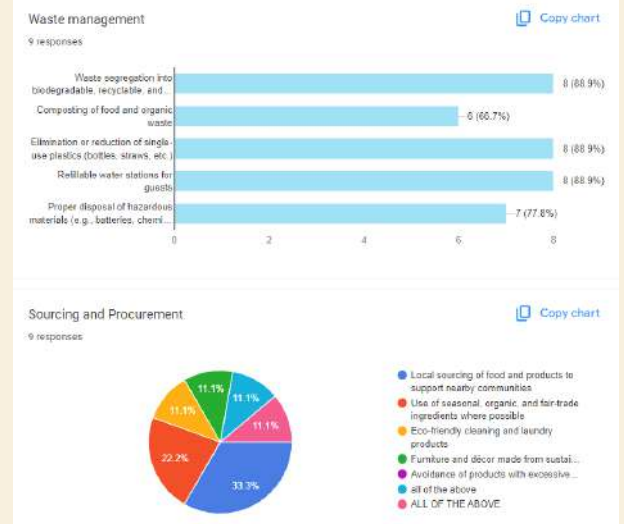
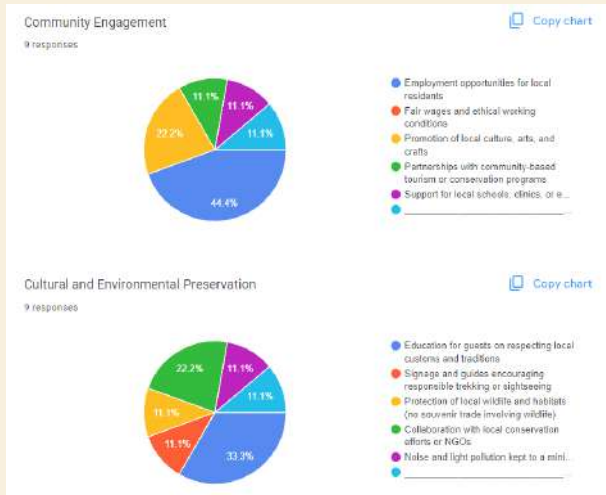
Promoting Sustainability: Eco Posters Distributed in Nepali Language



Promoting Sustainability: Eco Posters Distributed in Nepali Language



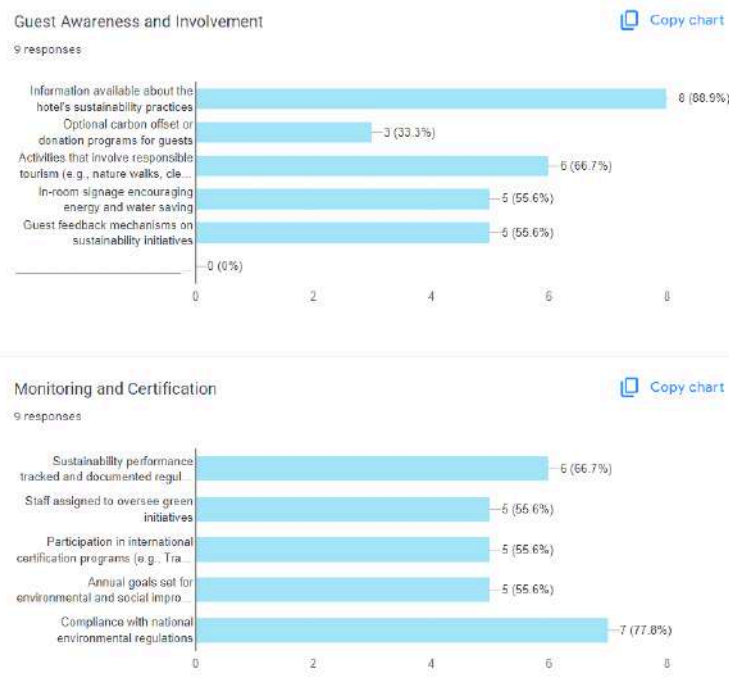
Accommodation Partner Self-Assessment



Every two years, we sent a Self-Assessment Sustainability Google form to our partner accommodations to gather important data on their sustainability practices and identify areas for improvement.

Additionally, during the off-season, the management team visits the hotels to inspect their sustainability efforts and provide tailored suggestions.

For new hotels, we conduct an initial inspection visit before partnering to ensure they meet our standards.



Mobility

Nepal Sanctuary Treks has added the Mahindra Scorpio Classic (2025) and Toyota Hiace (2023) to its fleet to improve efficiency and service. This upgrade reflects the company's commitment to sustainability through safer, more fuel-efficient travel, and reduced emissions.



The Mahindra Scorpio Classic SMT 2WD 2.2 is designed with improved fuel efficiency in mind, making it a more sustainable option for long-distance and off-road. Its newer engine design typically has better fuel burn and lower friction, so less fuel is needed for the same power output.



Toyota Hiace 2023 model—a 16-seater vehicle with a mileage of approximately 10 km/l—offers reliable fuel efficiency for group travel, helping to reduce per-person emissions and support more eco-friendly transport solutions.

The vehicle is equipped with a fire extinguisher, first-aid kit and garbage bin.

Waste Management

"Nepal Sanctuary Treks has continued its partnership with Doko Recyclers. As part of our ongoing commitment, our trekking guides consistently collect waste during each trek. This sustainable practice was recently recognized and highlighted by Travelife on their social media platform



Travelife for Tour Operators

June 27 · 🌐

For this week's best practice, we're highlighting @nepal_sanctuary_treks thoughtful waste management efforts.



They separate biodegradable kitchen scraps for compost, which is later used for rooftop and garden plants, turning waste into something valuable.



They've also partnered with Doko Recycler, a local recycling company, to ensure all recyclable waste is properly collected and processed.



Nepal Sanctuary Treks shows that small, consistent actions lead to meaningful change. Responsible tourism starts with the way we manage waste, simple, practical, and impactful. Partnering with a local recycler could be your next step toward more sustainable operations!



What's one small change your company can make today toward better waste management?

2026-2027

ACTION PLAN

- Create awareness on sustainability and distribute Nepali Version 50 Eco-Poster at teahouse lodges, local schools, police post in various trekking region of Nepal,
- Booked EV BYD ATTO 2 for airport transfer and sightseeing within and near Kathmandu valley.
- Annual in-house refresher training on First Aid and Sustainability to be conducted during the pre-autumn and spring season of 2026-2027
- Annual in-house refresher training for camping cook on camping meals and hygiene.during pre-spring and autumn 2026-2027
- Travelife online course for new trekking guides and driver
- Encourage and engage accommodation partners by providing them access to the Travelife learning platform to complete the Travelife online course
- Tree Plantation in mid-western region
- Dolpo to Mugu Recce during off-season
- Continue teahouse lodge inspection during trek and maintain the database.
- Invest on digital marketing efforts rather than attending trade fairs like ITB or WTM to minimize travel and carbon footprint.
- Planning to partner with Pipal Tree to plant a set number of trees for each booking, based on the number of trekking days and internal flights. The trees are high-quality native species, cultivated through community-based projects that create employment opportunities for local people.
- Add female trekking guide
- In December 2025, veterinary doctors and the trekking team will travel to Upper Mustang to provide care and treatment for Tibetan ponies.