



Nurturing the nature and nature lovers...

PRAKRITI SUSTAINABILITY POLICY

Version	Approved by	Approval Date	Effective Date	Next Full Review
1.4	Managing Director	27/03/2025	27/03/2025	01/01/2026

Policy Statement

Purpose	To affirm Prakriti Resort & Organic Farm's commitment to environmental sustainability, social responsibility, and cultural preservation, ensuring our operations regenerate Nepal's Himalayan ecosystems and uplift the Haibung community.
Scope	This policy applies to all operational activities of Prakriti Resort & Organic Farm, including staff, guests, contractors, suppliers, and partners.

Policy Provisions

1. Introduction

Environmental and social sustainability are central to Prakriti's identity as a regenerative tourism pioneer. As a signatory to the **Travelife Certification** and aligned with the **Global Sustainable Tourism Council (GSTC)** criteria, we aspire to lead by example in harmonizing luxury with ecological stewardship. Nestled within Shivapuri Nagarjun National Park, our operations are guided by the Himalayan ethos of *Sambandha* (reciprocal relationships) and the United Nations Sustainable Development Goals (SDGs).

2. Policy Statement

Prakriti Resort & Organic Farm acknowledges its role in safeguarding Nepal's fragile ecosystems and cultural heritage. We recognize that all stakeholders—staff, guests, and partners—share responsibility for reducing our environmental impact and fostering equitable prosperity.

We commit to:

- **Zero Waste & Circular Systems:** Eliminate single-use plastics by 2026 and divert 90% of waste from landfills through partnerships with local composting cooperatives and upcycling initiatives.
- **Renewable Energy Transition:** Source 100% of energy from renewables by 2030, with 50% solar adoption by 2026.
- **Water Stewardship:** Recycle 50% of greywater for organic farm irrigation and reduce laundry-related water use by 25% through guest incentive programs.
- **Biodiversity Protection:** Designate 20% of land as wildlife corridors, eradicate invasive species manually, and partner with Shivapuri National Park for habitat monitoring.

- **Local Empowerment:** Allocate 70% of procurement to Haibung suppliers and reserve 30% of leadership roles for women from marginalized communities.
- **Cultural Preservation:** Collaborate with Haibung elders to integrate Gurung and Tamang traditions into guest experiences and staff training.
- **Transparency:** Publish annual GHG reports and biodiversity audits, with progress reviewed by Travelife-certified experts and the Haibung Environment & Tourism Development Committee.
- **Continuous Improvement:** Revise sustainability targets biannually using feedback from staff, guests, and community stakeholders.

3. Sustainability Measurement

This policy will be operationalized through Prakriti's **Environmental Performance Improvement Tool (EPIT)**, which includes measurable targets, timelines, and roles. The EPIT aligns with Travelife standards and is reviewed annually.

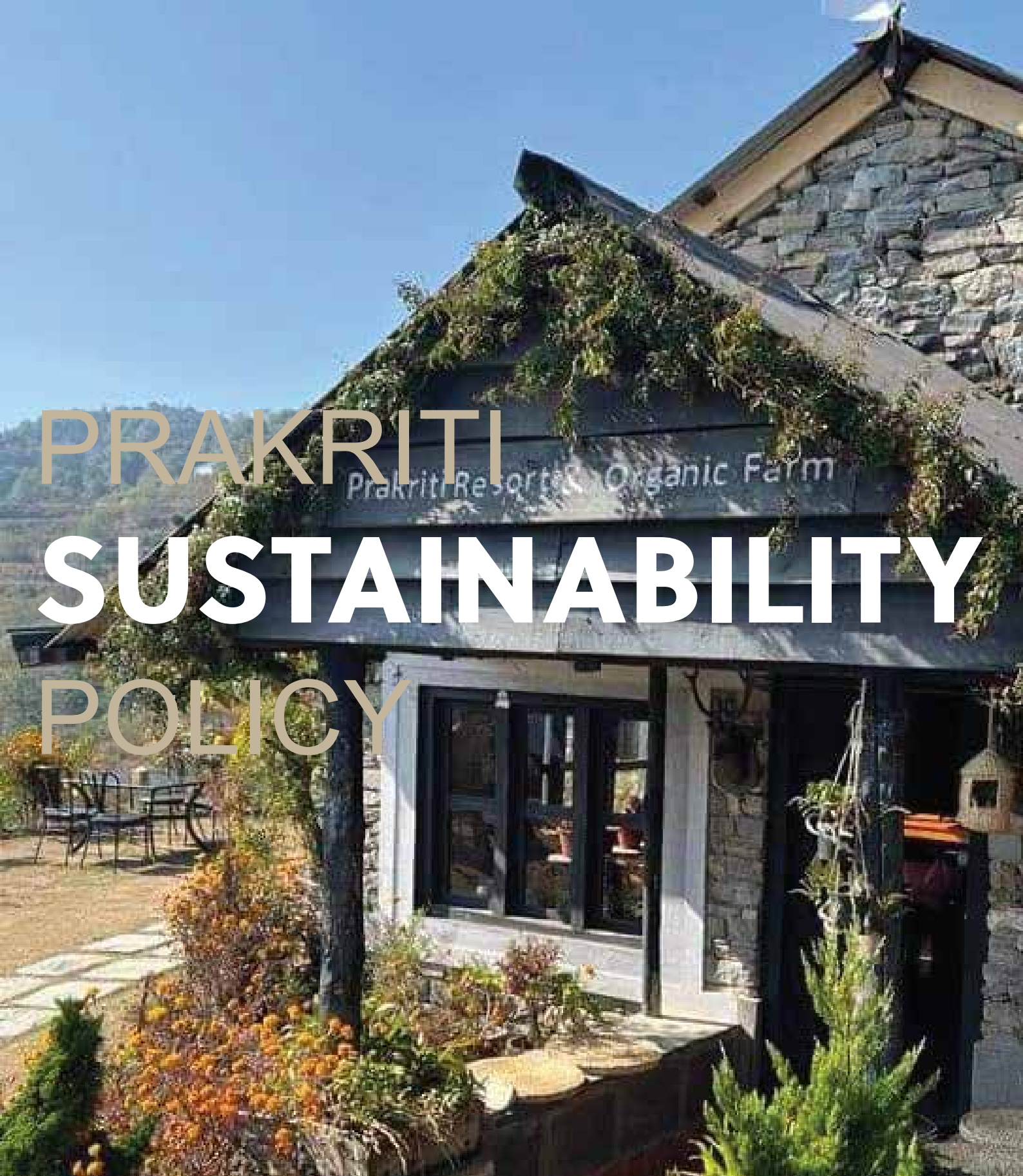
4. Reporting

Progress toward sustainability goals will be reported quarterly via internal dashboards and annually in public reports compliant with **Travelife StayBetter** and **GSTC criteria**.

5. Acknowledgements

Prakriti acknowledges the guidance of **Travelife StayBetter**, the **Haibung Environment & Tourism Development Committee**, and **Mr. Rakshit B. Khadka** in shaping this policy.

Accountabilities			
Responsible Officer		Managing Director	
Contact		Head of Sustainability	
Supporting Information			
Legislative Compliance		Complies with Environment Protection Act, 2019 (2076), ILO Conventions	
Supporting Documents		Annual Sustainability Report; Annual Sustainability Assesment; Annual Sustainability Action Plan	
Related Documents		Prakriti HR Policy	
Superseded Documents		GSTC Industry Criteria; Travelife for Accomodation Criteria	
File Number		02	
Definitions and Acronyms			
EPIT: Environmental Performance Improvement Tool GHG: Green House Gas			
Revision History			
Version	Approved by	Approval Date	Effective Date



PRAKRITI SUSTAINABILITY POLICY



Nurturing the nature and nature lovers...

PRAKRITI SUSTAINABILITY POLICY

Protecting Shivapuri

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Haibung - 3, Melamchi Municipality,
Sindhupalchowk, Nepal
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Policy Acknowledgment

All employees must read, understand, and comply with this policy.

Updates will be communicated via official channels.

Contact: **HR Department** for clarifications or feedback.

Note:

In our pursuit of excellence in sustainability, Prakriti Resort & Organic Farm is committed to meeting and exceeding the stringent criteria set forth by the Travelife Certification. Our policy has been meticulously developed to align with these internationally recognized standards, ensuring that our operations adhere to best practices in sustainable tourism. By integrating Travelife requirements into our sustainability framework, we reinforce our commitment to environmental stewardship, ethical operations, and continuous improvement, ultimately providing assurance to our guests and stakeholders that our practices meet the highest global benchmarks.

Prakriti Resort & Organic Farm

Commitment to Greenhouse Gas Reduction

"Zero Waste, Zero Plastics"

At Prakriti Resort & Organic Farm, nestled within the shadow of the Shivapuri Nagarjun National Park, we are acutely aware of our role as custodians of one of the world's most ecologically fragile regions. The Himalayan glaciers, rivers, and forests that cradle our resort are not merely a backdrop to our operations— they are the lifeblood of millions downstream and the foundation of our identity as a sustainable tourism pioneer. Climate change, marked by retreating glaciers and erratic monsoons, threatens this delicate balance. In response, we pledge to lead with bold, measurable action to reduce our greenhouse gas (GHG) emissions, ensuring every operational decision honours the sanctity of this ecosystem and uplifts the Haibung community that calls it home.

Our Pledge to Greenhouse Gas Reduction

1. Energy: Transition to Renewable Systems

We are committed to curtailing our reliance on fossil fuels. By 2030, Prakriti Resort & Organic Farm will derive 100% of its energy from efficient sources, beginning with a phased installation of solar panels to meet 50% of our needs by 2026. This transition will be bolstered by smart energy management systems and automated controls, designed to reduce overall energy consumption by 15% by 2026 (using 2023 as our baseline). To amplify efficiency, we will complete a resort-wide retrofit of all lighting to energy-efficient LEDs by the third quarter of 2025, slashing electricity demand by an estimated 30% while maintaining the warm, inviting ambiance our guests cherish.

2. Water: Reduce, Reuse and Recycle

We pledge to pioneer greywater recycling systems to redirect 50% of treated wastewater to irrigate our organic farm, closing the loop between hospitality and agriculture. Complementing these efforts, our towel and linen reuse program— enhanced by guest incentives and educational signage— will reduce laundry-related water and energy use by 25%, ensuring every drop serves a purpose.

3. Waste: Circular Regeneration

In the spirit of the Himalayan ethos of thrift and resourcefulness, we reject the notion of waste. By 2026, single-use plastics will be reduced from all operational areas with the aim of eradication, replaced by alternative solutions or overhauling of the systems and processes. Concurrently, we aim to divert 90% of resort waste from landfills by 2026 through creative reusing of waste into our existing systems in place and partnerships with local composting cooperatives and upcycling initiatives such as Khaalisisi, and transforming waste into resources. Quarterly waste audits, conducted in collaboration with the Haibung Environment & Tourism Development Committee, will provide transparent data to refine procurement practices and hold ourselves accountable.

4. Food: Cultivating Farm to Table Concept

Our kitchens will become engine of climate action, prioritizing hyper-local, organic ingredients to slash food-miles by 40% and source 80% of produce from Haibung farmers by 2026. Menus will feature farm to table dishes, educating guests on organic ethos while celebrating Gurung and Tamang culinary traditions. By forging partnerships with Haibung Environment & Tourism Development Committee's smallholder farmers practicing regenerative agriculture, we aim to sequester carbon through soil health initiatives, blending gastronomic delight with planetary healing.

5. Measurement: Data as Our Compass

Transparency is the cornerstone of trust. Monthly audits of energy (kWh), water (liters), and waste (kg) will be conducted using the Environmental Performance Indicator Tool (EPIT), with results reviewed quarterly by our Sustainability Steering Committee. These findings will be synthesized into an annual GHG report, publicly disclosing gross emissions (kg CO₂e) and net reductions achieved through renewable energy investments and energy reduction projects.

6. Staff as Climate Stewards

Every member of the Prakriti team— from organic farmers to housekeeping staff— will receive certified training in sustainability by 2025, with biannual refresher courses to align with evolving best practices. Monthly engagements, tied to departmental sustainability milestones such as waste reduction or energy efficiency gains, will promote innovation and collective responsibility.

7. Guest Partnerships: Co-Creating a Climate-Conscious Journey

Guests will be invited to join our climate mission through real-time carbon footprint trackers, detailing the environmental impact of their stay and offering opportunities to contribute to reforestation projects in Shivapuri National Park. Evening workshops led by Haibung

Environment & Tourism Development Committee and naturalists will illuminate the interconnectedness of Himalayan ecology, climate change, and mindful consumption.

8. Innovation & Collaboration: Scaling Solutions Beyond Our Borders

We will pilot regenerative farming techniques— such as biochar integration and agroforestry— on our organic farm, transforming it into a living laboratory for carbon sequestration. Through the Shivapuri Climate Collective, a coalition of NGOs, park authorities, and neighboring villages, we will advocate for watershed protection policies and decentralized renewable energy grids, ensuring our impact reverberates beyond Prakriti's boundaries.

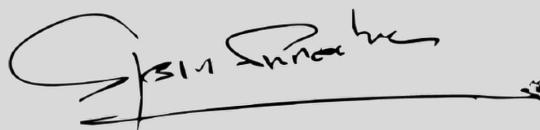
9. Transparency & Governance: Rooted in Community Trust

Progress toward GHG targets will be audited annually by Travelife-certified experts, Shivapuri National Park authorities, and Haibung Environment & Tourism Development Committee. A public dashboard, displayed prominently in resort lobbies and accessible via our sustainability portal, will provide live updates on energy and water usage, inviting scrutiny and fostering accountability.

10. Beyond Compliance: Our Sacred Commitments

- **Carbon-Neutral Gatherings:** Every conference, workshop, or celebration hosted at Prakriti will be offset through investments in reforestation projects along the Melamchi River, restoring habitats for endangered species like the Himalayan musk deer.
- **Biodiversity Premium:** Five percent of room revenue will be allocated to Shivapuri National Park's anti-poaching patrols and native tree replanting initiatives.
- **Climate Justice Fund:** In solidarity with Haibung farmers grappling with glacial retreat and unpredictable monsoons, we will establish a fund to support climate-resilient agriculture training and microgrants for solar-powered irrigation systems.

Signed,



Arun Shrestha

Managing Director

Prakriti Resort & Organic Farm

"Zero Waste, Zero Plastics"

Date: 27/03/2025

Prakriti Resort & Organic Farm

Commitment to Community Engagement

"Weaving Threads of Shared Prosperity"

Since our inception, Prakriti Resort & Organic Farm has been inextricably tied to the heartbeat of the Haibung community and the Shivapuri Nagarjun National Park ecosystem. We recognize that our existence is not merely adjacent to this land and its people— it is woven into its cultural tapestry, ecological rhythms, and economic fabric. Community support is not a transactional necessity but a sacred covenant; it is the soil from which our sustainability mission grows. From celebrating Gurung harvest festivals to sourcing handwoven textiles from Tamang artisans, we are committed to nurturing relationships that uplift, preserve, and regenerate.

Our Pledge to Collective Well-Being

1. Cultural Stewardship: Honoring Heritage as a Living Legacy

The traditions of the Haibung Valley— from its ancient farming practices to its spiritual reverence for the Shivapuri forests— are not relics of the past but guiding principles for our future. We collaborate with village elders and cultural custodians to integrate these traditions into the guest experience, offering guided walks to sacred sites, storytelling evenings with local *Dhami* (healers), and workshops on traditional organic farming techniques. Every interaction is designed to deepen respect for this heritage while ensuring that tourism never dilutes its authenticity.

2. Economic Justice: Prioritizing Local Prosperity

We believe that sustainability cannot exist without economic equity. A minimum of 70% of our procurement budget is allocated to Haibung-based suppliers, from organic vegetable cooperatives to women-led handicraft collectives. Our kitchens proudly showcase *Made in Nepal* products, partnering with Shivapuri beekeepers for honey, Tamang weavers for linens, and Gurung farmers for heirloom grains. By adhering to rigorous quality standards while rejecting exploitative pricing, we ensure that every

rupee spent at Prakriti circulates back into the local economy, fostering resilience against external shocks.

3. Inclusive Opportunity: Dismantling Barriers to Participation

Employment at Prakriti is a testament to merit and mission-alignment, never compromised by caste, gender, or creed. We reserve 30% of leadership roles for women from marginalized communities and prioritize hiring Haibung residents, ensuring that 80% of our staff call this valley home. Recruitment drives are conducted in partnership with the *Haibung Youth Collective*, while promotions are tied not only to performance but to contributions to community well-being— such as mentoring local students or volunteering in reforestation drives.

4. Access & Equity: Defending Fundamental Rights

The right to water, land, and cultural expression is non-negotiable. We pledge never to restrict community access to public pathways, water sources, or sacred sites within our operational boundaries. Furthermore, we actively advocate against practices that threaten these rights, whether through supporting legal challenges to unsustainable development projects or funding rainwater harvesting systems for neighboring villages during droughts.

5. Charitable Solidarity: Partnering Beyond Profit

Philanthropy at Prakriti is not charity— it is solidarity. We identify grassroots initiatives addressing Haibung’s most pressing needs through participatory dialogues with the *Haibung Environment & Tourism Development Committee*. Recent partnerships include sponsoring scholarships for girls pursuing sustainable agriculture degrees, funding emergency healthcare kits for remote herders, and co-designing waste management systems with Dalit communities historically excluded from municipal services.

Implementation & Accountability

6. Guest as Ally: Cultivating Conscious Exploration

Guests are gently guided to engage with Haibung’s culture and ecology through curated experiences that prioritize reciprocity over extraction. Pre-arrival materials include guidelines on respectful photography, appropriate attire for spiritual sites, and phrases in the Tamang language to foster connection. Excursions— such as guided herb walks with local foragers or participatory rice-planting sessions— are co-hosted by community members, ensuring income and agency remain rooted in Haibung.

7. Transparent Governance: Community as Co-Authors

Our community engagement strategy is not crafted in boardrooms but in the shaded courtyards of Haibung’s homes. Biannual town halls, facilitated in Nepali and Tamang, invite feedback on everything from procurement practices to cultural programming. A rotating seat on our Sustainability Steering Committee is reserved for a Haibung village representative, ensuring policies are shaped by those they impact most.

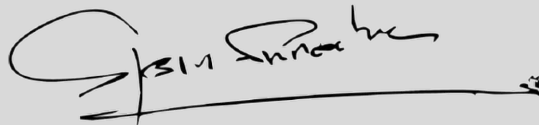
8. Conflict Resolution: Restoring Harmony

Should grievances arise— whether from staff, guests, or community members— they are addressed through a restorative justice framework rooted in Gurung traditions. Mediation circles, led by respected *Ghyabri* (community leaders), prioritize reconciliation and mutual understanding over punitive measures.

Beyond Compliance: Our Sacred Commitments

- **Cultural Preservation Fund:** Documenting endangered Tamang oral histories and revitalizing traditional seed-saving practices.
- **Haibung Heritage Grants:** Annual microgrants for artisans and farmers innovating within traditional crafts.
- **Community-Led Audits:** Independent audits of our operations conducted by Haibung Environment & Tourism Development Committee., with findings published in Nepali and English.

Signed,



Arun Shrestha

Managing Director

Prakriti Resort & Organic Farm

"Weaving Threads of Shared Prosperity"

Date: 27/03/2025

Prakriti Resort & Organic Farm

Commitment to Quality Assurance

"Cultivating Excellence Through Shared Responsibility"

At Prakriti Resort & Organic Farm, nestled between the whispering pines of Shivapuri Nagarjun National Park and the vibrant traditions of the Haibung Valley, we believe that true excellence is not a static achievement but a living dialogue. Our commitment to quality is rooted in the Himalayan principle of Sambandha—relationships built on trust, reciprocity, and humility. Just as the Melamchi River carves its path through stone with patient persistence, we refine our services through continuous listening, learning, and adapting to the voices of those we serve: our guests, our staff, and the land itself.

Our Pledge to Continuous Improvement

1. Guest Feedback: Wisdom from the Himalayan Trail

Every guest who crosses our threshold becomes a teacher in our journey toward excellence. Feedback is gathered through a tapestry of intentional touchpoints: frontline staff trained in the art of compassionate inquiry gently check in on guest needs during organic farm walks or evening chiya (tea) sessions, while handwritten comment cards—crafted from recycled lokta paper by Haibung artisans—await in rooms adorned with Tamang motifs. At departure, guests are invited to share reflections via digital platforms like TripAdvisor or through stories etched into our hand-carved feedback tree at the lobby entrance.

Weekly, the management team gathers in our Sansad (dialogue circle) to review feedback, with critical insights—such as a guest's concern over water usage or a suggestion to amplify Gurung cultural programming—elevated to strategy sessions. Positive affirmations, like praise for our farm-to-table gundruk soup, are celebrated across departments, reinforcing practices that align with our mission. Major concerns trigger restorative action: incident reports are reviewed by a cross-functional panel including Haibung community leaders, ensuring resolutions honor both guest expectations and ecological ethics.

2. Staff Feedback: Nurturing the Roots of Our Success

Our team members— the stewards of Prakriti’s soul— are empowered to shape our evolution. Anonymous suggestions, deposited in a hand-painted Matri (mother) box at the staff cafeteria, are reviewed monthly by a rotating committee of junior and senior staff. Biannual appraisals transcend perfunctory evaluations; they are deep dialogues where organic farmers share innovations in pest management, housekeepers propose energy-saving laundry techniques, and chefs advocate for hyper-local menu expansions.

During sustainability workshops held in our open-air goth (barn), staff dissect operational challenges with the same care they apply to harvesting heirloom rice. A recent session led to the adoption of solar-powered cleaning carts, proposed by a Haibung-born maintenance worker. Every voice, whether whispered or proclaimed, seeds change: when kitchen staff highlighted bottlenecks in composting, we co-designed a streamlined system with the Haibung Waste Collective, reducing organic waste processing time by 40%.

Implementation & Accountability

3. Transparency as Tradition

Weekly Sansad Reports: Summaries of guest/staff feedback are posted in Nepali and Tamang on staff bulletin boards, ensuring inclusivity for non-English speakers.

OTA Benchmarking: Our rankings on platforms like Booking.com are analyzed quarterly against Shivapuri’s seasonal rhythms— celebrating monsoon-season hospitality innovations or refining winter guest experiences.

SOP Evolution: Standard Operating Procedures are living documents, revised biannually with input from frontline staff. Recent updates include wildfire evacuation protocols co-developed with Shivapuri National Park rangers.

4. Restorative Resolution

Critical feedback is addressed through a lens of Samadhan (harmonious resolution), blending modern hospitality standards with Gurung conflict-resolution traditions. A guest’s complaint about noise during a cultural festival led not only to soundproofing upgrades but also to curated “Cultural Quiet Hours” that balance celebration and serenity.

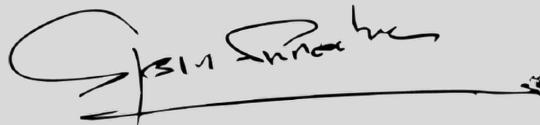
Beyond Compliance: Our Unique Commitments

Haibung Quality Guardians: Annually, three staff members are elected by peers to audit operations and propose improvements, their findings presented directly to the Managing Director.

Guest-Staff Exchange Dinners: Quarterly meals where guests and staff share stories and feedback over dishes like bhatmas sadeko (marinated soybeans), fostering mutual understanding.

Sansad Innovation Fund: 2% of revenue allocated to staff-proven initiatives, such as a recent grant to develop a carbon-neutral laundry detergent from rhododendron extracts.

Signed,

A handwritten signature in black ink, appearing to read 'Arun Shrestha', with a horizontal line underneath it.

Arun Shrestha

Managing Director

Prakriti Resort & Organic Farm

"Cultivating Excellence Through Shared Responsibility"

Date: 27/03/2025

Prakriti Resort & Organic Farm

Commitment to Health and Safety

"Holistic Well-Being and Balance"

Nestled within the embrace of Shivapuri Nagarjun National Park, where mist-clad forests meet the resilience of Haibung's communities, Prakriti Resort & Organic Farm stands as a sanctuary of safety and harmony. Our commitment to health and safety transcends compliance— it is a sacred vow to protect every life that touches our grounds, from the Gurung farmer tending our organic fields to the traveler seeking solace in the Himalayas. Here, safety is woven into the rhythms of the land, blending ancient wisdom with modern vigilance to create a haven where well-being flourishes.

Our Pledge to Holistic Safety

1. Employees: Stewards of Shared Responsibility

Every member of the Prakriti family— whether pruning tea bushes or crafting sel roti in our kitchens— is entrusted with the dual role of protector and practitioner. Regular training sessions, conducted in Nepali and Tamang, empower staff with modern safety protocols while honoring ancestral knowledge, such as wildfire management techniques passed down by Haibung elders. Employees are encouraged to voice concerns through our Suraksha Chautari (Safety Circle), a monthly forum where hazards— from slippery monsoon trails to equipment maintenance— are addressed collaboratively. Personal protective equipment, including organic cotton gloves and herbal insect repellents crafted by local healers, ensures safety aligns with our ecological ethos.

2. Guests: Partners in Mindful Exploration

Guests are gently guided to embrace safety as an act of reverence for the Himalayan ecosystem. Upon arrival, they receive a hand-illustrated map highlighting emergency assembly points inspired by traditional Gurung meeting grounds, alongside tips to navigate Shivapuri's terrain respectfully. Children are gifted Bagh Chal (Nepal's "Tiger and Goat" board game) with safety rules woven into its play, fostering awareness through culture.

3. Contractors & Suppliers: Extending Our Covenant

Local partners— from Shivapuri stonemasons to Kathmandu solar technicians— undergo rigorous vetting by the Haibung Safety Collective, a committee blending international standards with indigenous risk-mitigation practices. Contracts mandate adherence to our zero-waste safety protocols, ensuring that even temporary workspaces honor the land's fragility.

Procedures Rooted in Prevention and Care

4. Risk Assessment: Listening to the Land

Quarterly risk assessments, conducted alongside Shivapuri National Park rangers and Haibung Dhami (healers), identify hazards ranging from seasonal landslides to rare wildlife encounters. Findings are shared through storytelling sessions under the peepal tree, where staff and elders co-design solutions like herbal repellents to deter leopards without harm.

5. Fire Safety: Ancient Foresight, Modern Tools

Fire drills are timed with the Maghe Sankranti festival, blending evacuation practice with rituals celebrating renewal. Clay diya lamps line emergency exits, their flickering light tested monthly alongside smoke detectors. The Agni Mitra (Fire Friend) team, trained in both forest fire suppression and Vedic fire management, stands ever-ready.

6. Emergency Response: Unity in Crisis

Our emergency team— a tapestry of staff, Haibung volunteers, and park rangers— trains bi-annually in scenarios unique to the Himalayas: rescues during monsoon landslides, altitude sickness interventions, and wildlife encounters. A Sanjha Manch (Shared Platform) app broadcasts real-time alerts in Tamang and Nepali, ensuring no voice goes unheard.

7. First Aid: Blending Traditions

First aid kits overflow with both WHO-standard supplies and Haibung's herbal remedies— kurilo root for fractures, titepati poultices for burns. Staff certified in Ayurvedic first aid by local vaidyas (healers) complement Red Cross-trained responders.

8. Hygiene: Purity as Prayer

Cleaning protocols mirror the meticulousness of a Tamang puja (ritual). Floors are scrubbed with neem-based disinfectants, while air purifiers infused with sugandhakokila essential oils uphold respiratory health. Monthly hygiene audits are blessed in a ceremony led by Haibung's jhankri (shaman), symbolizing purity as a communal vow.

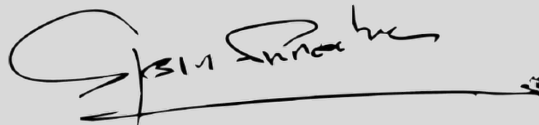
Beyond Compliance: Our Sacred Innovations

Earthquake-Resilient Design: Guest cottages, built using Gurung dhajji dewari techniques, withstand tremors while honoring ancestral architecture.

Wildlife Corridors: Unused resort pathways are replanted with native flora, creating safe passages for Himalayan black bears and red pandas.

Haibung Safety Fest: An annual fair where staff, guests, and villagers compete in safety skits, with winners funding community safety projects.

Signed,



Arun Shrestha

Managing Director

Prakriti Resort & Organic Farm

"Holistic Well-Being and Balance"

Date: 27/03/2025

Prakriti Resort & Organic Farm

Commitment to Protecting and Supporting Biodiversity

"Guardians of the Sacred Himalayan Web of Life"

At Prakriti Resort & Organic Farm, we recognize that biodiversity is not merely a scientific concept but the living tapestry that sustains the Himalayan ecosystem—from the elusive red pandas of Shivapuri Nagarjun National Park to the medicinal herbs nurtured by Haibung's ancestral stewards. Our commitment to biodiversity is rooted in the Gurung proverb, “जंगलको छायामा जीवन छ” (“Life thrives in the forest's shadow”). We pledge to protect this fragile web of life through relentless action, cultural reverence, and innovative stewardship, ensuring our operations nourish rather than diminish the natural world.

Our Pledges to Biodiversity

1. Pollution Reduction: Cleansing Our Footprint

We vow to eliminate pollutants that disrupt Shivapuri's delicate balance. By 2025, we will phase out all synthetic chemicals, replacing them with organic alternatives crafted from neem, turmeric, and other herbs grown in partnership with Haibung's traditional healers. Wastewater will be filtered through constructed wetlands teeming with native plants like jatamansi and padamchal, ensuring no harmful runoff enters the Melamchi River. Noise and light pollution will be minimized through solar-powered pathway lighting designed to avoid disrupting nocturnal wildlife and curated “silent hours” during critical breeding seasons.

2. Habitat Protection: Sanctuary for All Species

A minimum of 20% of our landholding will be designated as inviolate wildlife corridors, replanted with native species such as rhododendron, oak, and chilaune. These zones, monitored by camera traps in collaboration with Shivapuri National Park rangers, will serve as refuges for endangered species like the Himalayan serow and pallid harrier. Invasive plant species will be eradicated using manual methods guided by Haibung elders, ensuring no chemical harm to soil or pollinators.

3. Regenerative Practices: Farming as Conservation

Our organic farm will double as a biodiversity hotspot. Crop rotation systems will mimic natural forest succession, while hedgerows of titepati and bhang will attract pollinators and repel pests without pesticides. We will dedicate 5% of our agricultural yield to sustain wild herbivores during harsh winters, reducing human-wildlife conflict and honoring the Tamang belief in shared abundance.

4. Community-Led Conservation: Wisdom of the Land

We will partner with the Haibung community to revive traditional conservation practices, such as Chandi Mata forest groves— sacred spaces where logging is forbidden. A “Seed Guardians” program will train local youth to collect and propagate endangered heirloom seeds, preserving genetic diversity for future generations.

Implementation & Accountability

5. Monitoring & Science-Driven Action

- **Biodiversity Audits:** Conducted biannually with ecologists from Kathmandu University, assessing species richness and habitat health.
- **Pollution Metrics:** Track chemical use, water purity, and noise levels via IoT sensors, with data publicly shared on our sustainability portal.
- **Wildlife Incident Protocols:** Co-developed with Shivapuri rangers to ensure ethical responses to animal encounters (e.g., leopard sightings).

6. Staff as Biodiversity Ambassadors

All employees will receive training in:

- Organic land management, certified by Nepal's Permaculture Association.
- Wildlife first aid, including rescuing injured birds and reptiles.
- Cultural storytelling to educate guests on Shivapuri's ecological lore.

7. Guest as Co-Stewards

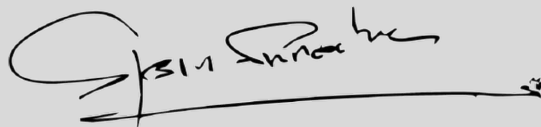
Guests will engage in biodiversity through:

- "Forest Guardian" workshops: Planting native saplings and crafting birdhouses from reclaimed wood.
- Night safaris with infrared binoculars, led by Haibung trackers, to observe nocturnal life without disturbance.
- Carbon-offset contributions funding community-led reforestation.

Beyond Compliance: Our Sacred Innovations

- Haibung Biodiversity Fund: Revenue allocated to rehabilitating degraded forest patches in Shivapuri.
- Pollinator Promise: Apiaries hosting native Himalayan bees will line our farm, with honey harvested only after ensuring hive health.
- Cultural Sanctuaries: Restore a Tamang Rodi Ghar (community house) using traditional, wildlife-friendly materials like mud and straw.

Signed,



Arun Shrestha

Managing Director

Prakriti Resort & Organic Farm

"Guardians of the Sacred Himalayan Web of Life"

Date: 27/03/2025

Commitment to Being a Responsible Member of Haibung Village and Broader Shivapuri National Park

“Safeguarding Shivapuri, Empowering Haibung”

Our Pledge

Prakriti Resort and Organic Farm, located in the heart of Haibung, Nepal, solemnly commits to operating as a catalyst for sustainable development, cultural preservation, and equitable prosperity within our local community. Guided by the principles of accountability, reciprocity, and respect, we pledge to embed social and environmental responsibility into every facet of our operations. This commitment is irrevocably endorsed by senior management and aligns with global sustainability standards, including the UN Sustainable Development Goals (SDGs). As stewards of Haibung’s ecological and cultural heritage, we recognize that our success is intrinsically tied to the well-being of the community and the integrity of Shivapuri National Park. By prioritizing collaborative action, transparency, and long-term resilience, we strive to model ethical tourism that benefits both people and planet.

1. Ethical Economic Partnerships and Local Empowerment

Prakriti Resort and Organic Farm is dedicated to fostering inclusive economic growth that uplifts Haibung’s residents. Central to this mission is our farm-to-table initiative, which sources citrus fruits, vegetables, and ethically raised meat directly from local farmers, ensuring fair compensation and reducing supply chain emissions. These partnerships not only sustain agrarian livelihoods but also enrich guest experiences with authentic regional cuisine. To further scale entrepreneurship, the resort maintains employment quotas prioritizing Haibung villagers across all operational tiers, from hospitality roles to skilled positions in sustainable agriculture. Additionally, Prakriti invests in critical infrastructure resilience, including rebuilding monsoon-damaged roads to ensure uninterrupted access to markets, healthcare, and education for the community.

2. Environmental Stewardship and Ecological Preservation

Environmental integrity lies at the core of Prakriti's operational ethos. The resort conducts regular waste management initiatives, organizing clean-up drives in Haibung village and Shivapuri National Park to combat plastic pollution and protect biodiversity. We have constructed and maintain public sanitation facilities for tourists visiting the national park, addressing hygiene needs while minimizing ecological disruption. Circular economy principles are rigorously applied, with organic waste composted for resort gardens and materials repurposed to reduce landfill dependency. Collaboration with the *Haibung Tourism and Environment Development Committee*—a community-led NGO—ensures tourism activities align with conservation goals, fostering dialogue on balancing economic growth with ecological preservation.

3. Cultural Heritage Conservation and Community Identity

Prakriti is deeply committed to safeguarding Haibung's cultural legacy and fostering pride in local traditions. Our farm-to-table model not only highlights regional produce but also educates guests on indigenous farming techniques, creating platforms for cultural exchange. The resort partners with farmers to revive heirloom crop varieties and sustainable livestock practices, ensuring the continuity of agrarian heritage. Annual festivals celebrating Haibung's history, culinary traditions, and artisan crafts further reinforce community identity and intergenerational knowledge transfer. By hosting workshops led by local storytellers and craftspeople, Prakriti ensures that intangible cultural heritage remains vibrant and accessible to future generations.

4. Participatory Governance and Collaborative Development

Prakriti operates on a foundation of shared decision-making, ensuring community voices shape development priorities. The resort co-chairs quarterly meetings with the *Haibung Tourism and Environment Development Committee*, bringing together villagers, national park authorities, and NGOs to address challenges such as waste management, trail maintenance, and equitable tourism revenue distribution. These forums have catalyzed initiatives like vocational training programs in sustainable hospitality and eco-tourism, equipping residents with skills aligned with market demands. Participatory budgeting practices allow villagers to allocate a portion of tourism revenues to priority projects, such as school renovations, clean water infrastructure, and healthcare access.

5. Transparent Accountability and Continuous Improvement

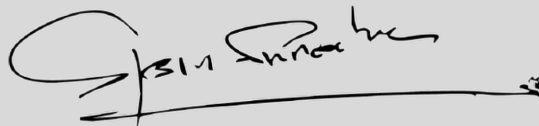
To uphold its commitments, Prakriti employs robust governance frameworks. A **Sustainability Steering Committee**—chaired by the Resort Manager and comprising Haibung villagers, NGO representatives, and environmental experts—oversees policy implementation and monitors progress against key performance indicators (KPIs). Biannual audits, aligned with the Global Reporting Initiative (GRI), evaluate waste reduction, local procurement targets, and community satisfaction. Results are

published on the resort's public sustainability portal, ensuring transparency. A formal grievance mechanism enables stakeholders to report concerns anonymously, with resolutions communicated within 30 days. This commitment is reviewed annually to integrate emerging priorities, such as expanding solar energy partnerships or scaling microfinance programs for women-led enterprises.

6. Institutional Alignment and Global Partnerships

Prakriti's commitment is anchored in global sustainability benchmarks, including the UN Sustainable Development Goals (SDGs 8, 11, 12, and 17). The resort collaborates with academic institutions to research sustainable tourism models, ensuring practices remain innovative and evidence based. Partnerships with international organizations, such as the Global Sustainable Tourism Council (GSTC), further validate our adherence to rigorous environmental and social standards.

Signed,



Arun Shrestha

Managing Director

Prakriti Resort & Organic Farm

"Safeguarding Shivapuri, Empowering Haibung"

Date: 27/03/2025

Review Cycle:

This statement is reviewed annually by the Sustainability Steering Committee and revised biennially to reflect evolving community priorities, regulatory changes, and global best practices.

These commitments are publicly accessible via Prakriti's sustainability portal and is distributed to all employees, partners, and stakeholders as part of the Master Sustainability Policy.

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Section One

Introduction

Prakriti Resort & Organic Farm is committed to pioneering sustainable tourism and organic agriculture practices, ensuring that our operations not only provide an exceptional guest experience but also contribute positively to our environment and local communities. Our Sustainability Policy is the cornerstone of this commitment, guiding every aspect of our business with a clear and purposeful approach toward environmental stewardship, social responsibility, and operational excellence.

1.1

Prakriti Resort & Organic Farm

Nestled in the shadow of Shivapuri Nagarjun National Park and rooted in the traditions of the Haibung Valley, Prakriti Resort & Organic Farm stands as a beacon of regenerative hospitality. We are more than a destination—we are a covenant between people, planet, and prosperity. Our Sustainability Policy is the heartbeat of this covenant, guiding every facet of our operations to ensure that luxury coexists with ecological humility, and that every guest experience deepens respect for Nepal's natural splendour and cultural heritage. By intertwining organic farming, community empowerment, and cutting-edge sustainability practices, we strive not merely to minimize harm but to actively regenerate the Himalayan ecosystem we call home.

At Prakriti Resort & Organic Farm, we recognize our unique responsibility to operate in a manner that not only offers a memorable and transformative guest experience but also preserves the integrity of our natural, social, and cultural environments. In full alignment with the stringent standards set forth by the Travelife Certification, we are dedicated to advancing sustainable practices throughout our operations—from our organic farming methods to our eco-conscious resort management.

In full alignment with the Travelife Certification Requirements (Version 1.0, August 2023), we adhere to global benchmarks for sustainability across all operations—from organic farming to eco-conscious resort management.

We are committed to:

- **Protecting the Natural Environment:**

Implementing innovative eco-friendly practices to conserve energy, reduce waste (**90% landfill diversion by 2026**), and

minimize our overall environmental footprint. We actively safeguard local biodiversity and ecosystems through **organic land management (Travelife F15)**, responsible land management and organic agricultural practices. Transitioning to **100% renewable energy by 2030**, with **50% solar adoption by 2026 (Travelife F1, A18)**.

- **Enhancing Community Well-Being:**

Collaborating with local communities to ensure that our operations generate mutual benefits, foster cultural preservation, and support local economies **80% local employment** and **70% local procurement (Travelife A14, C13-C15)**. We empower local stakeholders by offering opportunities for participation, employment, and partnership in microgrants, and environment & cultural preservation initiatives.

- **Upholding Cultural and Social Integrity:**

Respecting and promoting the rich cultural heritage of our region through **co-designed cultural programming** and **indigenous language translations (Travelife C16)**. We strive to operate in a manner that honors local traditions and social institutions while ensuring the equitable treatment and well-being of our employees and partners. Ensuring **fair wages, gender equity (30% leadership roles for marginalized women)**, and **zero tolerance for discrimination (Travelife B3-B12, C7-C8)**.

- **Ensuring Legal and Ethical Compliance:**

Adhering strictly to all **Nepalese labor laws, ILO Conventions, and UN Human Rights frameworks (Travelife B1-B2)** local, national, and international laws and regulations. We are resolute in our opposition to any form of illegal, abusive, or exploitative practices and are committed to fostering transparency and integrity across all our operations

through **annual third-party audits** and **public sustainability dashboards (Travelife A28-A31)**.

- **Collaborating for Sustainable Progress:**

Working closely with business partners, local authorities, industry experts, and following guidance set by international bodies such as the United Nations Environment Programme (UNEP), the United Nations Educational, Scientific and Cultural Organisation (UNESCO), the United Nations Tourism (UNT), Global Sustainable Tourism Council (GSTC) and Travelife. This collaboration enables us to continually refine our practices and set new benchmarks in sustainable tourism and organic farming to advance **climate resilience** and **organic certification standards (Travelife E3-E4)**.

- **Communicating and Demonstrating Accountability:**

Publishing **annual Sustainability Reports** and **EPIT metrics** aligned with Travelife **(A1-A4, I1-I7)**. Regularly monitoring, reporting, and communicating our progress to stakeholders hosting **Haibung Tourism & Environment Development Committee meetings** to integrate stakeholder feedback **(Travelife A21, C10-C12)**.

We are committed to transparency in our sustainability journey, inviting feedback and actively engaging with all those who share our vision for a greener future.

We understand that the achievement of sustainable development is a collective effort. By embracing these principles, **Prakriti Resort & Organic Farm** aspires to lead by example—driving meaningful change that benefits the environment, enriches local communities, and inspires sustainable tourism practices both locally and globally.

Together with our partners, employees, guests, and the communities we serve, we are determined to create a lasting legacy of sustainability, ensuring that our natural and cultural treasures endure for future generations.

Prakriti Family

1.2

Vision, Mission, and Core Values

Vision:

To be a global leader in sustainable tourism and organic agriculture, inspiring a harmonious relationship between nature, people, and prosperity.

Mission:

To offer an unparalleled resort experience that celebrates Nepal's authentic hospitality, Shivapuri's natural bounty, fosters Haibung community development, and champions eco-friendly sustainable practices. We strive to champion **Travelife-certified practices** in environmental stewardship and cultural preservation and nurture the environment through organic farming and sustainable hospitality operations while delivering exceptional experiences to our guests.

Mission Statement:

"Protecting Shivapuri"

Core Values:

- **Environmental Stewardship:** We prioritize the conservation and enhancement of our natural surroundings prioritizing renewable energy, zero waste-including plastics elimination, and biodiversity (**Travelife F12-F15**).
- **Community Empowerment:** We actively support and collaborate with local communities, ensuring shared growth and cultural preservation co-creating prosperity with Haibung

through equitable employment and cultural collaborations
(Travelife C26).

- **Integrity and Transparency:** We maintain the highest standards of honesty, ethical practices, and open communication in all our endeavors upholding ILO labor standards and human rights, awareness building and trainings **(Travelife D12).**
- **Innovation:** We continuously seek and implement cutting-edge solutions that promote sustainability and operational efficiency integrating organic agriculture, carbon sequestration and grey & black water recycling systems.
- **Excellence:** We are dedicated to exceeding international industry standards and national, international guest expectations through pioneering sustainable practices and exceptional service exceeding **Travelife as well as GSTC criteria** throughout our operations.

1.3

Scope and Objectives of the Policy

This Sustainability Policy encompasses all aspects of our resort's operations, including governance, environmental management, social responsibility, organic farming, operational sustainability, and continuous improvement initiatives. Central to our approach is the integration of the Environmental, Social, and Governance (E.S.G.) framework, which we will utilize to measure and monitor our sustainability performance. This framework enables us to holistically evaluate our impact and ensures that our sustainability initiatives are robust, transparent, and aligned with industry best practices. This policy governs all operations, guided by the **ESG framework** and **Travelife's standards**.

Key Objectives:

1. Integrate Sustainability into Core Business Practices

We are committed to embedding eco-friendly practices across all aspects of our operations—from organic farming and energy conservation to waste management.

- o **Environmental (E):**

We focus on protecting and preserving our natural environment by implementing renewable energy solutions, reducing waste, conserving water, and safeguarding biodiversity through sustainable land and resource management. Reduce energy use by 15% by 2026 (**Travelife A1**); reduce waste (**90% landfill diversion by 2026**) (**A19**).

2. Enhance Stakeholder Engagement

We aim to collaborate with Haibung Tourism & Environment Development Committee to foster transparent and constructive dialogue with all our stakeholders, including guests, employees, suppliers, and local communities, to collectively advance sustainable development.

- **Social (S):**

Our commitment in this area involves engaging and empowering local communities, ensuring equitable opportunities for our employees, and creating meaningful guest interactions that promote cultural respect and social responsibility. Train 100% of staff in sustainability and human rights by 2025 **(D11-D14)**.

3. Drive Continuous Improvement

We set measurable targets and continually monitor our progress to ensure our sustainability initiatives are effective, innovative, and adaptive to evolving best practices and industry standards. Publish **annual sustainability metrics** and **annual audits** to refine strategies **(A28-A31)**.

- **Governance (G):**

We emphasize transparent, ethical, and accountable management practices. This includes strict adherence to legal and regulatory requirements, robust internal controls, and ongoing collaboration with industry partners and international sustainability bodies. Achieve **100% legal compliance** across licenses, permits, and labor practices **(B1-B2)**.

4. Promote Sustainable Tourism

- We strive to provide a transformative guest experience that minimizes environmental impact while educating and inspiring responsible tourism practices. Engage guests in **zero-waste workshops** and **Environment Stewardship initiatives (Travelife D6-D7)**.

This objective not only enhances our guests' experiences but also reinforces our commitment to preserving the unique natural and cultural heritage of our region.

By integrating the E.S.G. framework into our sustainability policy, Prakriti Resort & Organic Farm is dedicated to driving meaningful change that benefits our environment, enriches our communities, and sets new standards for sustainable operations in the tourism and organic agriculture sectors.

1.4

Legal Compliance

This Sustainability Policy is rigorously aligned with Nepal's **Environmental Protection Act (2019)**, **National Parks and Wildlife Conservation Act (1973)**, and international frameworks including the **Travelife Certification Standards**, **UN Sustainable Development Goals (SDGs)**, and **Global Sustainable Tourism Council (GSTC)** criteria. It serves as a dynamic blueprint for ethical environmental stewardship, social responsibility, and operational transparency. The policy will be reviewed annually and updated to reflect evolving legal requirements, global sustainability benchmarks, and stakeholder feedback. Significant revisions will be communicated to all stakeholders, ensuring alignment with our mission to harmonize ecological preservation, community prosperity, and regenerative hospitality.

Key Pillars of Compliance:

i. Legal Rigor

All sustainability practices adhere to:

- **Nepal's Environmental Protection Act (2019):**
 - Waste management standards (Section 12), biodiversity conservation (Section 8), and pollution control (Section 10).
- **National Parks and Wildlife Conservation Act (1973):**
 - Restrictions on resource extraction in Shivapuri National Park (Section 6) and eco-tourism guidelines (Section 9).
- **ILO Conventions & UN Guiding Principles on Business and Human Rights:**

- Fair wages, gender equity, and zero tolerance for exploitative labor practices.
- **Travelife Certification Requirements (2023):**
 - Criteria for energy efficiency (F1), waste reduction (A19), and community engagement (C13–C15) etc.

ii. Adaptive Governance

This policy evolves alongside:

- **Regulatory Changes:** Updates to Nepal’s climate action plans or international sustainability treaties (e.g., Paris Agreement).
- **Innovations in Sustainability:** Advances in renewable energy, circular economy models, or organic farming techniques.
- **Stakeholder Feedback:** Input from the *Haibung Tourism & Environment Development Committee*, Shivapuri National Park authorities, and employee-led sustainability councils.

iii. Transparent Communication

- **Updates:** Significant revisions will be shared through:
 - *The Green Bulletin* (internal sustainability newsletter).
 - Monthly sustainability training sessions for staff.
 - Public updates on the resort’s sustainability webpage.
- **Clarifications:** Questions may be directed to the **Sustainability Director** via info@prakritiresort.com or during monthly stakeholder forums.

iv. Community & Ecological Accountability

Compliance extends beyond legal mandates to include:

- **Local Partnerships:**
 - Collaboration with the *Haibung Tourism & Environment Development Committee* to align tourism with conservation goals.
 - Joint clean-up drives and trail maintenance with Shivapuri National Park rangers.
- **Cultural & Environmental Safeguards:**
 - Ethical sourcing from Haibung farmers (aligned with SDG 12).
 - Protection of sacred sites and traditional knowledge through co-designed cultural programs.
- **Third-Party Audits:** Annual evaluations by Travelife-approved auditors to ensure adherence to declared targets (e.g., 90% landfill diversion by 2026).

Grievance Mechanism:

Stakeholders may report non-compliance or concerns anonymously via the resort's contact address or through the *Haibung Tourism & Environment Development Committee*. All cases will be resolved within 30 days, with outcomes published on the Green Bulletin at Prakriti Resort.

Review Cycle:

This section is reviewed annually by the **Sustainability Steering Committee** and revised biennially to integrate legal updates, stakeholder input, and performance data from annual audits.

For questions, contact:

Sustainability Director

Prakriti Resort & Organic Farm

info@prakritiresort.com | +977-1-1234567

1.5

Preamble**Prakriti Sustainability Policy***Protecting Shivapuri*

Nestled in the heart of Haibung Valley, where the mist-clad forests of Shivapuri Nagarjun National Park meet the enduring traditions of Nepal's Gurung and Tamang communities, Prakriti Resort & Organic Farm stands as a covenant between humanity and nature. Our Sustainability Policy is not merely a document—it is a living testament to our unwavering commitment to regenerative hospitality, ethical stewardship, and equitable prosperity.

As custodians of one of the world's most ecologically fragile regions, we recognize that our operations must transcend conventional tourism. Rooted in the principles of reciprocity, accountability, and innovation, this policy embodies our pledge to harmonize luxury with ecological humility, and guest experiences with cultural reverence. We are more than a resort; we are a sanctuary where every action—from sourcing hyper-local organic produce to rebuilding monsoon-damaged village roads—is designed to heal, uplift, and inspire.

Guided by our vision to be a global leader in sustainable tourism and organic agriculture, we commit to:

- **Zero Waste, Zero Plastics:** Eliminating single-use plastics, diverting 90% of waste from landfills by 2026, and pioneering circular economy practices that honor the Himalayan ethos of resourcefulness.
- **Climate Resilience:** Transitioning to 100% renewable energy by 2030, reducing greenhouse gas emissions, and protecting Shivapuri's biodiversity through reforestation and habitat restoration.

- **Cultural Preservation:** Collaborating with Haibung’s elders and artisans to safeguard indigenous traditions, from heirloom seed-saving to Gurung storytelling.
- **Community Prosperity:** Ensuring 80% local employment, prioritizing women-led enterprises, and co-designing infrastructure projects that fortify Haibung’s resilience.
- **Transparency:** Publishing annual sustainability reports, hosting quarterly stakeholder forums, and aligning with global benchmarks like the Travelife Certification and UN Sustainable Development Goals (SDGs).

This policy is a shared journey. Together with our guests, staff, Haibung villagers, and Shivapuri’s guardians, we strive to redefine hospitality as a force for regeneration—where every stay nourishes the land, every meal celebrates heritage, and every partnership seeds a legacy of balance.

Approved by the Sustainability Steering Committee and endorsed by the Haibung Tourism & Environment Development Committee, this Preamble reflects our sacred covenant to the people and planet we serve.

1.6

Definitions

Prakriti Sustainability Policy

A. Environmental Sustainability

1. **Circular Economy:** A regenerative system that minimizes waste by reusing, recycling, or repurposing materials into new resources (e.g., composting organic waste into farm fertilizer, upcycling glass bottles into lamps).
2. **Biodegradable Waste:** Organic materials that decompose naturally, including food scraps, garden trimmings, and compostable packaging.
3. **Biodiversity:** The variety of plant, animal, and microbial life within Shivapuri Nagarjun National Park and Haibung Valley, essential to ecosystem health.
4. **Carbon Neutrality:** Achieving net-zero carbon emissions by balancing emissions with carbon removal initiatives (e.g., reforestation, renewable energy adoption).
5. **Constructed Wetlands:** Engineered ecosystems using native plants (e.g., *Canna indica*, vetiver grass) to filter and purify wastewater.
6. **Anaerobic Baffle Reactor (ABR):** A low-cost wastewater treatment system that uses bacterial processes to break down organic matter.

B. Community & Cultural Terms

7. **Haibung Tourism & Environment Development Committee:** A community-led NGO partnering with Prakriti to balance tourism growth with ecological and cultural preservation.
8. **Farm-to-Table:** A culinary philosophy sourcing $\geq 80\%$ of ingredients from Prakriti's organic farm and Haibung farmers, reducing food miles and supporting agrarian livelihoods.
9. **Gurung Dhaka Textiles:** Handwoven fabrics made by Tamang artisans using traditional patterns, prioritized in resort linens and staff uniforms.
10. **Cultural Stewardship:** Active efforts to preserve Haibung's heritage, including oral history documentation, traditional craft workshops, and sacred site conservation.
11. **Participatory Budgeting:** A democratic process where Haibung villagers allocate a portion of tourism revenues to priority projects (e.g., school renovations, clean water infrastructure).

C. Operational Terms

12. **Zero Single-Use Plastics:** Elimination of disposable plastic items (e.g., bottles, straws) by 2026, replaced by reusable or compostable alternatives.
13. **Travelife Certification:** An international sustainability standard for tourism, ensuring compliance with environmental, social, and governance criteria.
14. **EPIT Metrics:** Environmental Performance Indicator Tools used to track energy, water, and waste data for annual sustainability reporting.
15. **Sustainability Steering Committee:** A governance body chaired by the Resort Manager, overseeing policy implementation and auditing progress.

16. **Khaali Sisi:** A Kathmandu-based recycling partner processing non-biodegradable waste (e.g., plastics, metals) from Prakriti's operations.

D. Legal & Ethical Frameworks

17. **ILO Conventions:** International Labour Organization standards ensuring fair wages, safe working conditions, and gender equity.
18. **National Parks and Wildlife Conservation Act (1973):** Nepalese law prohibiting resource extraction in protected areas like Shivapuri Nagarjun National Park.
19. **Free, Prior, and Informed Consent (FPIC):** A principle ensuring indigenous communities approve projects affecting their land or traditions.
20. **Global Reporting Initiative (GRI):** A framework for transparent sustainability reporting, used for annual audits and stakeholder disclosures.

E. Technical Innovations

21. **Biochar:** Carbon-rich charcoal produced from organic waste via pyrolysis, enhancing soil fertility and sequestering carbon.
22. **Mycelium Materials:** Mushroom-based biodegradable alternatives to plastics, piloted for packaging and construction.
23. **Solar-Powered Laundry:** Facilities using photovoltaic energy to heat water and operate machinery, reducing fossil fuel dependence.

F. Local Partnerships

24. **Shivapuri Climate Collective:** A coalition of NGOs, park authorities, and villages advocating for watershed protection and decentralized renewable energy.
25. **Sakal BioEnzyme Nepal:** A partner supplying chemical-free cleaning agents derived from organic waste fermentation.

Interpretation and Notification of Policy

1. Interpretation

1.1 Authority:

The **Managing Director**, in consultation with the Sustainability Director, and *Haibung Tourism & Environment Development Committee*, holds sole authority to interpret this policy's provisions, resolve ambiguities, and ensure alignment with global standards (e.g., Travelife Certification, GSTC Criteria) and Nepal's legal frameworks (e.g., Environmental Protection Act 2019).

1.2 Contextual Clarity:

Terms such as "zero waste," "community empowerment," and "cultural stewardship" shall be understood through the lens of Prakriti's operational context, cultural values, and scientific definitions provided in the **Definitions** section.

1.3 Conflict Resolution:

In cases of conflicting interpretations, priority is given to:

- Ecological preservation and community well-being.
 - Compliance with international sustainability certifications.
 - Direct input from *Haibung Tourism & Environment Development Committee* stakeholders.
-

2. Notification of Policy Changes

2.1 Amendment Process:

- Proposed revisions are drafted by the Sustainability Director, reviewed in annual stakeholder forums, and approved by senior management.
- Minor updates (e.g., typographical corrections) require Managing Director approval; major changes (e.g., GHG reduction targets) require endorsement from the *Haibung Tourism & Environment Development Committee*.

2.2 Communication Channels:

All updates are disseminated through:

- **Internal Stakeholders:**
 - *The Green Bulletin* (monthly sustainability newsletter).
 - Mandatory staff training sessions.
 - Digital notices on the employee intranet.
- **External Stakeholders:**
 - Public updates on Prakriti's **sustainability web portal**.
 - Direct emails to partners, suppliers, and certified Travelife auditors.
 - Announcements at quarterly community town halls (conducted in Nepali).

2.3 Language Accessibility:

Policy summaries are translated into **Nepali**, and **English languages** to ensure inclusivity for non-English-speaking stakeholders.

3. Compliance and Enforcement

3.1 **Effective Date:**

Revisions take effect immediately after publication, unless otherwise specified.

3.2 **Non-Compliance:**

Violations (e.g., unauthorized use of plastics, cultural insensitivity) are addressed through:

- Retraining programs.
- Corrective action plans.
- Contract termination for repeated breaches by vendors/partners.

3.3 **Grievance Mechanism:**

Stakeholders may report policy concerns via:

- **Prakriti Resort:** +977-1-1234567 (24/7, anonymous).
- **Sustainability Director:** Direct submissions at monthly town halls.

4. Record-Keeping

- All policy versions, amendment proposals, and stakeholder feedback are archived digitally for 10 years.
 - Historical records are accessible to auditors, regulators, and certified partners upon request.
-

5. Review Cycle

This policy is reviewed **annually** and revised **annually** to integrate:

- Emerging sustainability technologies (e.g., biochar innovations).
- Regulatory changes (e.g., Nepal's climate action laws).
- Community priorities identified in Haibung's participatory forums.

1.8

Policy Awareness

1. Internal Stakeholder Education

1.1 Staff Training:

- All employees undergo **mandatory sustainability onboarding** within their first week, covering policy pillars (e.g., zero waste, cultural stewardship) and role-specific responsibilities.
- Monthly workshops (conducted in **Nepali** and **English**) reinforce Travelife standards, crisis protocols, etc and updates to this policy.
- Frontline staff (e.g., guides, housekeepers) receive quarterly certifications in biodiversity conservation and cultural sensitivity.

1.2 Leadership Accountability:

- Department heads integrate sustainability KPIs (e.g., waste diversion rates, local procurement targets) into team meetings and performance reviews.
- The **Sustainability Steering Committee** hosts monthly “Green Chautari” forums to address staff questions and share best practices.

1.3 Visual Reminders:

- Posters illustrating zero-waste protocols, energy-saving tips, and cultural guidelines etc are displayed in staff cafeterias, laundry rooms, and workspaces.
- Digital dashboards are shared for real-time progress toward goals (e.g., solar energy generation, compost volumes).

2. Guest Engagement

2.1 Pre-Arrival Communication:

- Booking confirmations include a **Responsible Tourism Guides**, encouraging guests to participate in towel reuse programs, plastic-free stays, carbon offset initiatives etc.
- The resort's website features a dedicated "Sustainability" page with policies on organic farming, wildlife protection, community partnerships etc.

2.2 On-Site Orientation:

- At check-in, guests receive a **Reusable Welcome Kit** containing:
 - A bamboo cardholder with key sustainability guidelines.
 - A map highlighting cultural sites, waste stations, and silent zones.
 - A QR code linking to the policy's digital version (available in 2 languages).
- Evening orientation sessions (optional) explain how guests can minimize their footprint (e.g., shorter showers, trail etiquette).

2.3 Interactive Experiences:

- Guests participate in **“Environmental Stewardship” activities**:
 - Composting workshops with Haibung farmers.
 - Guided tours of Shivapuri’s reforestation sites.
 - Storytelling nights with Gurung elders on Himalayan ecology.

3. Supplier & Partner Alignment

3.1 Contractual Obligations:

- All suppliers sign a **Sustainability Code of Conduct**, mandating adherence to zero-plastics procurement, fair labor practices, carbon disclosure etc.
- Annual vendor training sessions clarify Prakriti’s expectations (e.g., biodegradable packaging, ethical sourcing audits).

3.2 Collaborative Learning:

- The resort hosts a **Annual Sustainability Summit** for partners, featuring:
 - Case studies on circular economy innovations.
 - Skill-sharing sessions with Haibung artisans.
 - Updates on policy revisions and compliance deadlines.

4. Community Outreach

4.1 Local Engagement:

- Policy summaries are distributed door-to-door in Haibung villages, translated into local dialects.

- School programs teach students about waste segregation, organic farming, and cultural heritage preservation.

4.2 Transparency Platforms:

- A public **Green Bulletin** at the resort entrance displays:
 - Monthly energy/water usage.
 - Community initiatives.
 - Wildlife sighting logs from Shivapuri National Park.
- Biannual Haibung Environment & Tourism Development Committee events invite villagers to tour facilities and review policy implementation.

5. Digital & Media Communication

5.1 Online Resources:

- The policy is accessible 24/7 via Prakriti's website, with downloadable versions in **Nepali** and **English**.
- Social media campaigns (e.g., #fornatureandnaturelovers) highlight staff/guest contributions to sustainability goals.

5.2 Third-Party Reporting:

- Annual sustainability reports are shared with Travelife, and the *Haibung Tourism & Environment Development Committee*.
 - Press releases detail milestones (e.g., solar energy milestones, heritage initiatives etc) to regional and international media.
-

6. Compliance Verification

6.1 Awareness Audits:

- Monthly quizzes assess staff understanding of policy clauses (e.g., emergency protocols, cultural guidelines).
- Mystery guest programs evaluate how effectively sustainability practices are communicated to visitors.

6.2 Feedback Loops:

- Suggestion boxes (physical and digital) collect input from staff, guests, and villagers.
- Annual surveys measure stakeholder satisfaction with policy transparency and accessibility.

Section Two

Sustainability Governance & Management

At Prakriti Resort & Organic Farm, our commitment to sustainability is driven by a robust governance and management framework that integrates the principles of Environmental, Social, and Governance (E.S.G.) performance into every level of our operations. Our approach ensures that sustainability is not only embedded in our day-to-day activities but also aligned with our long-term strategic goals. The following sections detail our organizational structure, leadership commitment, stakeholder engagement, and the integration of our sustainability policy with our overall business strategy.

2.1

Organizational Structure and Roles

To effectively implement our sustainability initiatives, Prakriti Resort & Organic Farm has established a clear organizational structure that delineates roles and responsibilities across all levels of the organization:

- **Sustainability Task Force:**

- Composition: Senior management, sustainability experts, Haibung Tourism & Environment Development Committee and representatives from key operational areas including organic farming, guest services, facility management, and community outreach.
- Responsibilities: Overseeing the implementation of sustainability initiatives, ensuring alignment with E.S.G. objectives, and providing strategic direction on sustainability priorities. Oversee **annual Travelife audits** and **ESG target-setting** (aligned with **A9, A17**). Approve the **Sustainability Action Plan (A22)** and allocate resources for initiatives like solar installations or waste reduction.

- **Sustainability Director:**

- Role: Acts as the central point of contact for all sustainability-related matters, responsible for coordinating initiatives, tracking performance against defined metrics, and reporting progress to senior

management. Ensure compliance with **Travelife Sections A-H**, including:

- Submitting **monthly EPIT data (I1-I7)**.
- Coordinating **monthly compliance reviews (B1-B2)**.
- Key Functions: Developing action plans, ensuring compliance with Travelife Certification requirements, and integrating innovative sustainability practices into operations.
 - Lead **monthly staff training** on human rights, biodiversity, and crisis management (**D11-D14**).
 - Prepare **public sustainability reports (C4-C6)**.

• **Departmental Sustainability Champions:**

- Function: Each operational department (e.g., organic farming, guest services, facilities management) designates a Sustainability Champion responsible for liaising with the Sustainability Manager.
 - Implement department-specific KPIs, such as:
 - **Organic Farming:** Achieve 80% organic certification for suppliers by 2025 (**E3-E4**).
 - **Guest Services:** Train 100% of staff in cultural sensitivity by Q3 2024 (**C13-C15**).
- Objective: To ensure that sustainability practices are implemented consistently across all departments and to foster cross-departmental collaboration.

• **Cross-Functional Sustainability Working Groups:**

- Purpose: Facilitate collaboration on specific projects or initiatives such as energy management, waste reduction,

community engagement, and environmental conservation. Address Travelife-critical areas:

- **Energy & Water Group:** Reduce energy use by 15% and water consumption by 20% by 2025 **(A1-A2, F1-F7)**.
 - reduce waste **(90% landfill diversion by 2026)**.
 - **Community Engagement Group:** Conduct quarterly stakeholder meetings in Nepali/Tamang **(A21, C16)**.
- Membership: Comprises team members with specialized skills and knowledge to address targeted sustainability challenges.

2.2

Leadership Commitment and Accountability

At Prakriti Resort & Organic Farm, leadership is fundamentally committed to sustainability as a core aspect of our operational and strategic framework. *Compliance with Travelife A9 (Annual Assessment), A17 (Goal Setting), B14 (Declaration of Compliance)*. Our leadership commitment is demonstrated through the following actions:

- **Visionary Leadership:**

Our **Managing Director** actively champions sustainability, incorporating E.S.G. principles into decision-making processes and long-term strategic planning. They set the tone for the entire organization by emphasizing the importance of environmental protection, social responsibility, and robust governance. Integrate **Travelife criteria** into strategic planning, e.g., aligning “zero single-use plastics by 2026” with **A7**. Sign the **Travelife Declaration of Compliance (B14)** annually.

- **Performance Accountability:**

- Key Performance Indicators (KPIs): Senior leaders and departmental heads are held accountable for achieving specific sustainability targets, which are integrated into performance reviews and bonus structures. **KPIs:** Reduce GHG emissions by 10% annually (**A18**). Train 100% of staff in sustainability annually, by 2025 (**D11**).

- Regular Reporting: Sustainability progress is reviewed in quarterly executive meetings, ensuring that challenges are addressed promptly, and that continuous improvement remains a priority. Quarterly updates to the Board on **A28-A31** (internal audits).
- Transparency: Open communication channels ensure that all stakeholders are informed about our sustainability performance, including regular updates and detailed sustainability reports.

- **Resource Allocation:**

The leadership commits to investing in necessary resources—financial, human, and technological—to support sustainability initiatives and drive innovation in sustainable practices. Allocate **17% of annual revenue** to sustainability projects (e.g., solar panels, community engagements, training).

- **Training and Development:**

Leaders ensure that all team members are equipped with the knowledge and skills required to contribute to our sustainability objectives through ongoing training programs and capacity-building workshops. Mandate **annual workshops** on:

- **Human rights & anti-discrimination (C7-C8, C33-C34).**
- **Waste segregation protocols (F12-F13).**
- **Etc.**

2.3

Stakeholder Engagement and Communication

Effective stakeholder engagement and communication are critical to the success of our sustainability initiatives. *Compliance with Travelife A21 (Stakeholder Mapping), C9-C12 (Transparency)*. At Prakriti Resort & Organic Farm, we prioritize transparent, consistent, and meaningful interaction with all stakeholders:

- **Internal Stakeholders:**

- Employees and Team Members:

Regular training sessions, workshops, and internal communications (newsletters, meetings, intranet updates) ensure that our staff is well-informed about sustainability goals, initiatives, and their role in achieving them. Monthly sustainability briefings in Nepali/Tamang **(C16)**. Anonymous feedback via “Green Suggestion Boxes” **(C31-C32)**.

- Departmental Coordination:

Departmental Sustainability Champions and cross-functional working groups facilitate the sharing of best practices and ensure that sustainability initiatives are seamlessly integrated into daily operations.

- **External Stakeholders:**

- **Guests:**
We actively communicate our sustainability initiatives through guest-facing materials, in-resort events, and digital platforms, encouraging them to participate in sustainable practices during their stay. Provide **Travelife Responsible Guest Guide** at check-in **(D6)**.
- **Local Communities:**
Engaging with local communities is fundamental to our mission. We work closely with local leaders, artisans, and community organizations to support local economic development, cultural preservation, and environmental conservation. Host biannual town halls with the **Haibung Tourism & Environment Committee (A14)**. Publish policy updates in Tamang/Gurung languages **(C16)**.
- **Suppliers and Partners:**
Our sustainability criteria extend to our supply chain. We collaborate with suppliers and business partners who share our commitment to environmental protection, social responsibility, and ethical business practices. Enforce **Supplier Code of Conduct** banning single-use plastics **(E4, A7)**.
- **Certification Bodies and Regulatory Agencies:**
We maintain regular communication with Travelife Certification bodies and other regulatory agencies to ensure that our operations comply with all relevant standards and best practices.

- **Communication Channels:**

We employ a multi-channel approach to communication that includes digital newsletters, social media updates, stakeholder meetings, public sustainability reports, and community outreach programs. This ensures that our sustainability performance and achievements are transparent and accessible to all interested parties.

2.4

Policy Integration with Business Strategy

The Sustainability Policy at Prakriti Resort & Organic Farm is not an isolated initiative; it is deeply integrated with our overall business strategy. This alignment ensures that sustainability is a driving force in every decision we make:

- **Strategic Alignment:**

Our sustainability objectives are embedded within our broader business strategy, ensuring that every operational decision reflects our commitment to E.S.G. principles. Sustainability considerations are incorporated into strategic planning, capital investments, and day-to-day operations.

- **Operational Synergy:**

Sustainability initiatives are designed to create operational efficiencies that benefit both the environment and our bottom line. For example, energy conservation measures not only reduce our carbon footprint but also lower operating costs, while waste reduction efforts enhance overall operational efficiency.

- **Innovation and Growth:**

By integrating sustainability into our business strategy, we foster a culture of innovation. We continually explore new technologies, practices, and partnerships that support our

sustainability goals while driving long-term growth and competitive advantage.

- **Risk Management:**

Incorporating sustainability into our strategic framework allows us to proactively manage risks related to environmental impacts, social responsibility, and governance challenges. This integrated approach minimizes potential liabilities and enhances our resilience in a rapidly changing global landscape.

- **Continuous Improvement:**

The integration of the E.S.G. framework ensures that sustainability remains a dynamic and evolving part of our business strategy. Regular assessments, audits, and stakeholder feedback are used to refine our policies, set new benchmarks, and drive continuous improvement.

Section Three

Environmental Sustainability

At Prakriti Resort & Organic Farm, we are dedicated to preserving our natural environment through robust environmental sustainability practices. Our initiatives are designed to minimize our ecological footprint while enhancing the natural beauty and health of our surroundings. The following policies outline our commitments and strategies in key areas of environmental management.

3.1

Organic Farming & Regenerative Agriculture

Our Philosophy

This policy formalizes Prakriti Resort & Organic Farm's commitment to organic farming and regenerative agriculture, ensuring ecological resilience, cultural preservation, and community prosperity. Aligned with the United Nations Sustainable Development Goals (SDGs 2, 12, 15), Travelife Certification standards, and Nepal's National Agroecology Policy (2079 BS), this framework integrates ancestral wisdom, cutting-edge innovations, and closed-loop systems to minimize environmental impact, restore soil health, and foster a self-sustaining food ecosystem.

At Prakriti Resort & Organic Farm, organic farming is not merely a practice—it is a sacred dialogue with the land, a symphony of ancient wisdom and modern innovation. Nestled within the embrace of Shivapuri Nagarjun National Park, our farm is a living tapestry where every seed sown, every crop harvested, and every interaction with the soil echoes our covenant to nurture life in its purest form. We believe that true sustainability begins with honoring the rhythms of nature: the monsoon rains that quench our fields, the bees that dance between blossoms, and the generations of Gurung and Tamang farmers whose hands have shaped this valley's agrarian soul.

Guiding Principles

Prakriti's organic farming philosophy is rooted in a sacred covenant with the Himalayan land and its people. We recognize that sustainability is not a destination but a journey of reciprocity—where every seed planted, every crop harvested, and every waste repurposed honors the delicate balance of Shivapuri's ecosystems. By blending Gurung and Tamang agrarian traditions with modern agroecology, we commit to:

Our philosophy intertwines three pillars:

1. **Regeneration Over Extraction:** We rebuild soil vitality, protect biodiversity, and sequester carbon, ensuring the land thrives for future generations.
2. **Cultural Continuity:** We revive heirloom seeds and traditional techniques, bridging ancestral knowledge with cutting-edge agroecology.
3. **Holistic Integration:** The farm is the heartbeat of the resort, supplying hyper-local ingredients for kitchens, compost for gardens, and immersive experiences that connect guests to the source of their nourishment.
4. **Community Equity:** Empower local farmers, prioritize fair trade, and share prosperity.

By blurring the lines between farm and table, waste and resource, guest and grower, we create a closed-loop ecosystem where sustainability is not a goal but a way of being.

Core Commitments

1. Regenerative Soil Management

Soil is the living foundation of our agrarian ecosystem, and its health directly correlates with food security, climate resilience, and ecological balance. Prakriti prioritizes regenerative practices to reverse soil degradation, a critical issue in the Himalayan region due to erosion and unsustainable farming. By enriching soil with biochar and vermicompost, we sequester carbon, enhance water retention, and reduce dependency on synthetic inputs. This approach aligns with our "Zero Waste, Zero Plastics" pledge, transforming organic waste into agricultural assets while mitigating greenhouse gas emissions.

- **Biochar Integration:** Produced in closed chambers using fallen branches and invasive species, biochar sequesters carbon for centuries while improving water retention in Shivapuri's fragile slopes.
- **Vermicomposting:** 100% of kitchen scraps and farm residues feed our red wiggler worms, yielding 8+ tons/year of compost that revitalizes degraded soils.
- **Livestock Synergy:** Cow dung fuels biogas digesters for clean energy, while urine—rich in nitrogen—is diluted into natural fertilizer, closing nutrient loops.

2. Biodiversity & Crop Diversity

Monoculture farming erodes genetic diversity and escalates vulnerability to pests and climate shocks. Prakriti champions permaculture systems to mirror natural ecosystems, fostering resilience and preserving indigenous seeds that embody centuries of adaptive wisdom. By cultivating 50+ heirloom varieties, including drought-tolerant millets and medicinal plants like tea, we safeguard Nepal's agrarian heritage while creating biodiversity corridors that support pollinators and wildlife.

- **Seed Sovereignty:** We safeguard 50+ indigenous seed varieties, including drought-tolerant millets and Timur pepper, distributing them to Haibung farmers to strengthen food security.
- **Permaculture Systems:** Intercropping corn, beans, and squash mimics natural ecosystems, reducing erosion and doubling yields without chemicals.

3. Water Conservation & Stewardship

Water scarcity, exacerbated by glacial retreat and erratic monsoons, threatens Himalayan communities. Prakriti's water stewardship model prioritizes efficiency and equity, ensuring every drop sustains both agriculture and ecosystems. Rainwater harvesting and solar-powered drip irrigation minimize strain on Shivapuri's springs, while carp aquaculture integrates water reuse with nutrient cycling. These practices protect watershed integrity and ensure equitable access for neighboring villages.

- **Rainwater Harvesting:** Rooftop catchments and recharge trenches capture monsoon rains, offsetting 40% of irrigation needs.
- **Greywater Recycling:** Treated water from kitchens and showers flows through vetiver-lined wetlands, irrigating tea gardens and cooling microclimates.
- **Drip Irrigation:** Solar-powered systems deliver precise water doses to crops, cutting usage by 30% compared to traditional methods.

4. Organic Waste Integration

Waste is a design flaw in linear systems. Prakriti adopts circularity to convert organic waste into resources, closing loops between consumption and regeneration. Kitchen scraps feed vermicompost systems, while Eco-San toilets transform human waste into safe manure for non-edible plants. This philosophy reduces landfill pressure,

slashes methane emissions, and demonstrates that hospitality can coexist with zero-waste principles.

- **Kitchen-to-Compost:** Vegetable peels, coffee grounds, and stale bread feed vermicompost bins, while citrus rinds ferment into bioenzyme cleaners for sparkling guest suites.
- **Eco-San Toilets:** Human waste is safely composted for 12 months, transforming into pathogen-free manure for non-edible plants like bamboo and ornamental gardens.

5. Sustainable Livestock & Aquaculture

Livestock and aquaculture are integral to our closed-loop ecosystem, reducing waste and enhancing self-sufficiency. Carp aquaculture exemplifies this synergy: fish waste fertilizes crops, while irrigation water sustains aquatic life. Similarly, cows and buffaloes contribute biogas, fertilizer, and dairy, embodying our ethos of reciprocity with nature.

- **Carp Aquaculture:** A 20,000L pond serves as both irrigation reservoir and protein source. Fish waste fertilizes water used for crops, while seasonal harvests supply kitchens with zero-mileage meals.
- **Beekeeping:** 15+ hives pollinate orchards and produce Himalayan honey, a star ingredient in herbal teas and wellness therapies.

Community & Cultural Integration

Sustainability thrives on collective action. Prakriti collaborates with Haibung farmers to build regional food sovereignty, offering fair wages and training in organic techniques. Reforestation of Shivapuri's buffer zones stabilizes soil, combats erosion, and restores habitats for endangered species, reinforcing our role as stewards of both culture and ecology.

1. Local Sourcing & Empowerment

- **Haibung Farmers Collective:** 70% of fruits, dairy, and meats are sourced from 50+ smallholders, ensuring fair prices and preserving agrarian livelihoods.
- **Women-Led Enterprises:** Collaborate with Tamang and Gurung women to conduct the farm operations, ensuring employment and capacity building.

2. Guest Engagement & Education

- **Farm Immersion Programs:** Guests join sunrise harvests, blend herbal teas, pick strawberries or craft seedling to plant in the farm.
- **Zero-Waste Cooking Classes:** Transform carrot tops into pesto, squash peels into crisps, and stale bread into croutons under chef guidance.

Monitoring

Transparency is the bedrock of trust. IoT sensors and third-party audits ensure adherence to organic standards, while KPIs provide measurable benchmarks for continuous improvement. By publishing real-time data on soil health and water usage, we invite stakeholders to hold us accountable, fostering a culture of integrity and shared responsibility.

- **IoT Sensors:** Track soil moisture, compost temperatures, and water flow.
- **Third-Party Audits:** Annual evaluations by NPOCA and ENPHO Nepal.

Innovation & Continuous Improvement

Innovation is not optional in an era of climate uncertainty. Prakriti invests in scalable solutions like mycelium packaging and solar irrigation to future-proof operations while setting industry benchmarks. These efforts reflect our commitment to pioneering models that balance ecological preservation with economic viability.

- **Mycelium Packaging:** Biodegradable materials piloted by 2027.
- **Solar-Powered Irrigation:** Transitioning 50% of systems by 2025.

Compliance & Enforcement

Rules without enforcement undermine credibility. Penalties for synthetic chemical use or unauthorized waste disposal are protective, not punitive, safeguarding ecosystems and community trust. By holding vendors to strict organic criteria, we ensure our supply chain mirrors our values, reinforcing accountability across all operational tiers.

- **Penalties:** Disciplinary measures or fines for violations.
- **Vendor Standards:** Contracts terminated for non-compliance.

Key Performance Indicators (KPIs)

Objective	Target (2026)	Progress Tracking
Organic Certification Audits	100% of farm produce	NPOCA Audits
Waste diversion rate	90%	Monthly compost/waste logs
Water self-sufficiency	60% via water recycling	Monthly usage audits
Toilet waste composted	100%	Bi-annual safety tests
Indigenous seeds preserved	75 varieties	Seed bank inventory reports
Guest participation in tours	100%	Post-visit surveys

3.2

Energy Management & Conservation Policy

Purpose

This policy formalizes Prakriti Resort & Organic Farm's commitment to reducing energy consumption and transitioning to renewable sources, ensuring alignment with global climate goals, operational efficiency, and ecological stewardship. Aligned with the United Nations Sustainable Development Goals (SDGs 7, 13), Travelife Certification standards, and Nepal's Renewable Energy Strategy (2080 BS), this framework integrates technological innovation, behavioral change, and strategic partnerships to minimize carbon emissions, enhance energy resilience, and model sustainable hospitality in the Himalayan region.

Guiding Principles

Prakriti's energy philosophy is rooted in the understanding that energy is a finite resource with profound ecological and social implications. We commit to:

1. **Efficiency First:** Prioritize demand reduction through smart technologies and conservation.
2. **Renewable Transition:** Phase out fossil fuels by investing in solar, micro-hydro, and wind energy.
3. **Stakeholder Engagement:** Empower staff and guests to adopt energy-conscious behaviors.
4. **Innovation & Equity:** Pilot scalable solutions that benefit both the resort and Haibung communities.

Core Commitments

1. Energy Efficiency Measures

Energy efficiency is the cornerstone of climate action. By optimizing consumption, we reduce operational costs, extend infrastructure longevity, and mitigate strain on Nepal's fragile energy grid. Prakriti views efficiency as both an ethical obligation and a strategic advantage, ensuring that every watt saved translates to lower emissions and enhanced guest comfort.

- **Energy Audits & Monitoring:** Biannual audits identify inefficiencies, while IoT sensors track real-time usage patterns across facilities.
- **Infrastructure Upgrades:** Retrofitting 100% of lighting to LEDs by 2025 reduces electricity demand by 30%, maintaining ambiance while cutting costs.
- **Smart Systems:** Manual instructions controls energy usage based on occupancy, slashing energy waste in unoccupied spaces.

2. Renewable Energy Adoption

Transitioning to renewables is non-negotiable in a region where glacial melt and erratic rainfall threaten hydropower reliability. By harnessing solar, wind, and micro-hydro potential, Prakriti decouples growth from fossil fuels, ensuring energy security while safeguarding Shivapuri's ecosystems.

- **Solar Energy:** Rooftop panels and solar carports will meet 50% of energy needs by 2026, with battery storage for night-time operations.
- **Micro-Hydro Feasibility:** Collaborate with Kathmandu University to assess small-scale hydro potential in nearby streams, ensuring minimal ecological disruption.

- **Green Partnerships:** Research on residual energy from certified partners by 2027, offsetting peak demand periods.

Monitoring & Compliance

Data-driven accountability ensures progress. Timely energy metrics readings, EPIT recordings and third-party audits validate adherence to Travelife and GSTC benchmarks. Transparent reporting fosters trust and drives continuous improvement.

- **IoT Sensors:** Monitor kWh consumption, peak loads, and solar generation efficiency.
- **Third-Party Audits:** Annual evaluations by Travelife ensure compliance with renewable targets.

KPIs:

Metric	Target (2026)	Tracking Method
Renewable energy share	30%	Monthly generation reports
Energy consumption reduction	20% (vs. 2023)	Smart meter analytics

Community & Ecological Stewardship

Energy equity is integral to sustainable development. Prakriti collaborates with Haibung communities to pilot decentralized solar grids, providing clean energy access to off-grid households. By training local technicians in solar maintenance, we create green jobs while reducing reliance on diesel generators.

- **Solar Microgrids:** Power 50+ village homes by 2030, reducing indoor air pollution and deforestation for firewood.
- **Workshops:** Educate farmers on sustainable irrigation, enhancing agricultural productivity sustainably.

Innovation & Continuous Improvement

Innovation bridges ambition and reality. Prakriti invests in R&D to overcome energy challenges, from high-altitude solar efficiency to battery storage in sub-zero temperatures. These efforts position us as a laboratory for scalable solutions.

- **AI-Driven Load Forecasting:** Machine learning optimizes energy distribution, reducing peak demand charges.
- **Bioenergy Pilot:** Convert organic waste into biogas for cooking, displacing LPG use by 10% by 2027.

Compliance & Enforcement

Rigorous enforcement ensures policy integrity. Penalties for non-compliance—such as unauthorized diesel generator use—are designed to protect both operational goals and community health. Vendor contracts mandate renewable energy commitments, aligning supply chains with our ethos.

- **Penalties:** Disciplinary measures for fossil fuel reliance without mitigation.
- **Vendor Standards:** Terminate partnerships with suppliers failing to disclose carbon footprints.

. 3.3

Protocol for Kirloskar Generator Operation and Maintenance

1. General Maintenance

1.1 Cleanliness:

- Keep the generator and generator room clean at all times.
- Regularly remove dust, debris, and spills.

1.2 Scheduled Servicing:

- Service the generator periodically. Maintain a separate servicing record.
- Contact authorized service personnel:
 - **Kirloskar Company:** Mr. Dilip Thapa Magar (Phone: 9801163080)
 - **Service Hotline:** 9841959018

1.3 Supply Management:

- Ensure adequate stock of diesel, Mobil oil, oil filters, and air filters.
- Replenish supplies promptly to avoid shortages.

2. Operational Procedures

2.1 Authorized Operators:

- Only **two designated personnel** may operate the generator:
 - **Shailendra Gurung**

- **Duty Guard**

- Unauthorized personnel are strictly prohibited from using the generator.

2.2 **Pre-Operation Checks:**

- Verify coolant water and oil levels before starting the generator.
- Monitor battery charge status regularly.

2.3 **Logbook Management:**

- Maintain a **Log Book** in the generator room.
- Record daily usage, diesel consumption, and maintenance activities.
- Ensure entries are signed by the operator and verified monthly.

2.4 **Power Management:**

- **Turn off** the Nepal Electricity Authority (NEA) power supply before starting the generator.
- Allow the generator to run briefly before connecting it to the resort's electrical system.

2.5 **Usage Guidelines:**

- Avoid prolonged operation unless necessary.
- Operate during guest demand (e.g., evenings/mornings) **only under Manager/Kitchen Supervisor guidance.**

3. **Safety Measures**

3.1 **Lightning and Storms:**

- **Immediately shut down** the generator during thunderstorms.
- Disconnect the NEA power supply and inform the Manager.

3.2 **Fire Prevention:**

- Prohibit smoking, lighters, matches, or candles in the generator room.
- Ensure the **Lightning Earthing Ground** pit behind the generator room is filled with water.

3.3 **Locking Protocol:**

- Keep the generator room locked at all times.
-

4. **Emergency Protocols**

4.1 **Power Outage Response:**

- During NEA power outages, follow Manager instructions for generator use.
- Prioritize essential operations (e.g., kitchen, guest lighting).

4.2 **Equipment Protection:**

- Avoid overloading the generator to prevent damage to appliances.
-

5. **Responsibilities**

5.1 **Operators:**

- Conduct pre-operation checks and logbook updates.
- Report malfunctions or supply shortages immediately.

5.2 **Management:**

- Monitor compliance with protocols.
- Review logbook entries monthly and ensure servicing records are maintained.

3.4

Integrated Water Stewardship and Wastewater Management Policy

Purpose

This policy formalizes Prakriti Resort & Organic Farm's commitment to sustainable water resource management, emphasizing ecological preservation, circular reuse, and community collaboration. Aligned with the United Nations Sustainable Development Goal 6 (Clean Water and Sanitation), Travelife Certification standards, and Nepal's National Water Plan (2077 BS), this framework integrates advanced technologies, traditional practices, and strategic partnerships to minimize freshwater extraction, optimize wastewater reuse, and protect the Shivapuri Nagarjun National Park watershed.

Guiding Principles

Prakriti Resort & Organic Farm's water stewardship is rooted in a philosophy that harmonizes ecological preservation, cultural heritage, and technological innovation. Recognizing the Himalayan region's vulnerability to climate change and resource depletion, we prioritize watershed health as a non-negotiable pillar of our operations. Our guiding principles reflect a commitment to circularity—ensuring every drop of water is valued, reused, and returned to nature without harm. By integrating indigenous practices, such as traditional *kulo* irrigation, with modern innovations like anaerobic digestion, we bridge ancestral wisdom and scientific rigor. These principles are not merely aspirational; they are operational mandates that ensure our actions align with the delicate balance of Shivapuri's ecosystems and the needs of the Haibung community.

1. **Ecological Integrity:** Prioritize watershed health through low-impact sourcing, pollution prevention, and habitat restoration.
2. **Circular Resource Management:** Treat and reuse 100% of wastewater within closed-loop systems.
3. **Cultural and Community Alignment:** Incorporate indigenous water wisdom and empower local stakeholders through knowledge sharing.
4. **Innovation and Compliance:** Deploy cutting-edge technologies while adhering to national and international water quality standards.

Water Sourcing and Conservation

Water is the lifeblood of Prakriti Resort, and our sourcing strategies are designed to honor this truth. The dual-source system—separating irrigation and potable supply—minimizes strain on Shivapuri’s springs while maximizing efficiency. The irrigation pond, enriched by carp aquaculture, exemplifies our closed-loop ethos: nutrient-rich water nourishes crops, which in turn sustain our kitchens and guests. Rainwater harvesting is not just a technical solution but a cultural imperative, echoing Nepal’s historical reverence for monsoon cycles. By deploying smart irrigation and low-flow fixtures, we reduce consumption without compromising guest comfort, proving that luxury and sustainability are inseparable. Every decision here is a deliberate step toward water resilience, ensuring future generations inherit a thriving ecosystem.

Sustainable Freshwater Systems

- **Dual-Source Infrastructure:**
 - **Irrigation & Aquaculture Line:** A 0.5-inch pipeline from Shivapuri springs feeds a 20,000L pond for organic farming. Carp aquaculture enriches water with nutrients, which gravity-irrigates vegetable plots.
 - **Resort Supply Line:** A 1-inch pipeline delivers water to a 15,000L collection tank, pumped to elevated reservoirs for gravity-fed distribution.

- **Rainwater Harvesting:** Rooftop systems capture monsoon rains, offsetting 30% of non-potable needs (e.g., irrigation, cleaning) by 2026.
- **Koi Pond Integration:** Overflow from collection tanks sustains ornamental koi ponds, with excess water redirected to tea gardens.

Efficiency Measures

- **Low-Flow Fixtures:** Sensor-activated faucets (1.5 GPM) and dual-flush toilets (1.1/1.6 GPF) reduce guest/staff consumption by 25%.
- **Smart Irrigation:** Soil moisture sensors and weather-based controllers optimize agricultural water use, minimizing waste.

Wastewater Treatment and Reuse

Wastewater at Prakriti Resort is not waste—it is a resource. Our decentralized treatment systems, designed in collaboration with ENPHO, embody a paradigm shift in hospitality sustainability. Anaerobic baffle reactors and constructed wetlands transform blackwater into safe effluent, while greywater bioswales with vetiver grass exemplify nature-based solutions. The partnership with Sakal BioEnzyme Nepal underscores our rejection of chemical dependency; bioenzymes derived from organic waste sanitize surfaces and soils, closing the loop between consumption and regeneration. This approach is not merely functional but philosophical: we view wastewater as a testament to our responsibility to heal, not harm, the environment. By treating every drop as sacred, we redefine hospitality's role in planetary stewardship.

Decentralized Treatment Systems

- **Cottage-Level Solutions:**
 - **Blackwater:** Anaerobic Baffle Reactors (ABRs) digest toilet waste, with effluent polished in ENPHO-designed constructed wetlands planted with *Canna indica* and *Phragmites*.

- **Greywater:** Filtered through bioswales with vetiver grass, then reused for landscaping.
- **Common Facilities:**
 - **ECO SAN Toilets:** Separate urine for fertilizer; solids composted in improved soak pits.
 - **Kitchen Wastewater:** Processed through grease traps, anaerobic digesters, and wetlands to achieve NDWQS standards (BOD <10 mg/L).

Strategic Partnerships

- **Sakal BioEnzyme Nepal:**
 - **Chemical-Free Cleaning:** Replace synthetic agents with 100% bioenzyme-based products (shampoos, dishwash liquids) by 2025.
 - **Organic Waste Valorization:** Convert kitchen/farm waste into bioenzymes for odor control and sanitation.
- **ENPHO Collaboration:** Annual audits ensure compliance with anaerobic digestion efficiency and wetland performance.

Monitoring and Compliance

Transparency and accountability are the cornerstones of effective water management. Prakriti Resort employs IoT sensors and real-time dashboards not as gadgets but as tools of integrity, ensuring every liter extracted and treated is accounted for. Third-party audits by ENPHO and Travelife-certified experts are not bureaucratic hurdles but opportunities to validate our commitment to global standards. Weekly water quality tests are acts of reverence for the Melamchi River and its dependent communities. We monitor not because we must, but because we recognize that trust—from guests, regulators, and the Haibung Valley—is earned through unwavering diligence.

Performance Metrics

- **Freshwater Reduction:** Decrease extraction from Shivapuri springs by 20% by 2026 (2023 baseline).

- **Wastewater Reuse:** Achieve 95% reuse of treated greywater for irrigation by 2025.
- **Quality Assurance:** Weekly testing for pH, BOD, and coliforms; results published on the resort's sustainability portal.

Accountability Mechanisms

- **IoT Sensors:** Real-time tracking of water flow, tank levels, and treatment efficiency.
- **Third-Party Audits:** Biannual reviews by ENPHO and Travelife-certified experts.

Community and Ecological Stewardship

Prakriti's water policy transcends operational boundaries to embrace collective well-being. Reforesting Shivapuri's buffer zones is not charity; it is an investment in the watershed that sustains us all. Training Haibung farmers in greywater irrigation is a rejection of extractive tourism, replacing it with reciprocity. By banning synthetic chemicals near water bodies, we protect not just our resort but the intricate web of life downstream. These efforts are guided by a simple truth: sustainability cannot exist in isolation. Our actions ripple outward, fostering resilience in communities and ecosystems alike.

- **Watershed Protection:** Reforest 500 native trees/year in Shivapuri's buffer zone to stabilize aquifers.
- **Chemical-Free Zones:** Prohibit synthetic fertilizers/pesticides within 200m of water bodies.
- **Farmer Training:** Workshops on greywater irrigation and bioenzyme production for Haibung Valley communities.

Innovation and Continuous Improvement

Innovation at Prakriti is not a buzzword—it is a survival strategy in an era of climate uncertainty. Piloting AI-driven leak detection and atmospheric water generators reflects our proactive stance against resource scarcity. Collaborations with Kathmandu University are not

academic exercises but lifelines, ensuring our systems evolve with emerging challenges. This forward-thinking ethos is rooted in humility: we acknowledge that today's solutions may not suffice tomorrow. By dedicating 5% of our water budget to innovation, we future-proof our operations while honoring our duty to pioneer scalable models for the hospitality industry.

- **AI-Driven Leak Detection:** Pilot machine learning algorithms to identify and repair pipeline inefficiencies.
- **Atmospheric Water Generators:** Explore fog-harvesting technologies to supplement non-potable supplies.
- **Research Partnerships:** Collaborate with Kathmandu University on climate-resilient wetland designs.

Compliance and Enforcement

Rules without enforcement are merely suggestions, and Prakriti Resort treats its water policy as a covenant. Penalties for chemical misuse or unauthorized discharges are not punitive but protective, safeguarding the ecosystems we cherish. Holding vendors to Sakal's bioenzyme standards is an ethical stance, ensuring our supply chain mirrors our values. This rigor is not born of rigidity but of reverence—for the law, the land, and the legacy we are building. Compliance is our pledge to guests, partners, and the Himalayas themselves: we will never compromise on water stewardship.

- **Penalties:** Fines of up to 50,000 NPR or recommendation for Disciplinary measures for unauthorized chemical use or wastewater discharge.
- **Vendor Standards:** Terminate contracts with suppliers failing Prakriti's standards.

3.5

Eco-Cleaning Product Guidelines

To ensure all cleaning products used at Prakriti Resort & Organic Farm minimize environmental impact, protect biodiversity, and safeguard guest/staff health. Aligned with Travelife Certification (Section F12: Waste Management) and GSTC Criteria, these guidelines prioritize biodegradability, non-toxicity, and local sourcing.

Certification Standards

- Products must hold **national/international** certifications or manually verifiable eco standards.
- **Prohibited Ingredients:** Phosphates, chlorine bleach, synthetic fragrances, and microplastics.

Locally Sourced Solutions

- **Herbal Cleaners:** Procure neem-based floor cleaners and citrus-scented disinfectants from **Sakal Bio-enzymes**.
- **Traditional Recipes:** Use turmeric paste for stain removal and vinegar-water solutions for glass cleaning, as endorsed by local experts.

Packaging Requirements

- **Bulk Purchases:** Liquid cleaners sourced in reusable 20L containers to reduce plastic waste.

- **Compostable Packaging:** Approved for guest amenities (e.g., soap bars wrapped in banana leaf).

Application Protocols

- **Dilution Ratios:** Staff trained to mix concentrates with rainwater to minimize chemical concentration.
- **Microfiber Technology:** Use reusable microfiber cloths for dusting; sanitized via solar-powered steam units.
- **Equipment:** Bamboo-handled mops and brushes to reduce plastic dependency.

Monitoring and Compliance

- **Monthly Audits:** Sustainability Director verifies product certifications and waste logs.
- **KPI:** 100% compliance with eco-product standards by Q3 2025.

3.6

Comprehensive Waste Management Policy

Purpose

Prakriti Resort & Organic Farm is committed to achieving a zero-waste, nature-positive future by integrating circular economy principles, innovative resource recovery, and community-driven stewardship. This policy formalizes our dedication to minimizing waste generation, maximizing reuse and recycling, and eliminating harmful environmental impacts. Aligned with the United Nations Sustainable Development Goals (SDGs 11, 12, and 15) and Travelife Certification standards, our framework ensures waste management transcends disposal to become a catalyst for ecological regeneration and cultural preservation.

Guiding Principles

At Prakriti Resort & Organic Farm, our waste management philosophy is anchored in the belief that sustainability is not merely a regulatory obligation but a moral imperative rooted in ecological stewardship and community well-being. The principles of Circular Economy, Regenerative Practices, Community Collaboration, and Transparency are not abstract ideals—they are operational pillars that ensure every waste stream is reimagined as a resource. By prioritizing closed-loop systems, we reject the linear "take-make-dispose" model, instead fostering resilience through resource recovery. Community collaboration ensures our strategies are culturally relevant and inclusive, while transparency guarantees accountability to guests, partners, and the fragile ecosystems of Shivapuri Nagarjun National Park. These principles collectively embody our commitment to transforming waste into a catalyst for regeneration.

1. **Circular Economy:** Prioritize waste prevention, reuse, and recycling to transform waste streams into resources.
2. **Regenerative Practices:** Convert organic waste into soil amendments and energy, closing the loop between consumption and regeneration.
3. **Community Collaboration:** Partner with local stakeholders to foster shared responsibility and innovative solutions.
4. **Transparency:** Monitor, audit, and publicly report waste metrics to ensure accountability.

Waste Segregation and Reduction

Waste segregation at source is the cornerstone of Prakriti's zero-waste ambition. By categorizing waste into biodegradable, non-biodegradable, recyclables, and hazardous streams, we empower staff and guests to participate actively in resource conservation. This systematic approach minimizes contamination, enhances recycling efficiency, and reduces landfill dependency. The elimination of single-use plastics and adoption of digital tools are not just operational tactics but ethical choices that reflect our respect for Himalayan ecosystems. Through rigorous audits, we identify inefficiencies and innovate solutions, ensuring waste reduction aligns with our broader vision of ecological harmony.

Source Segregation

Waste is segregated at the point of generation into four streams:

- **Biodegradable:** Food scraps, garden waste, and compostable materials.
- **Non-Biodegradable:** Plastics, glass, metals, and synthetic materials.
- **Recyclables:** Paper, cardboard, and clean packaging.
- **Hazardous:** Batteries, electronics, and toxic chemicals.

Color-coded bins with multilingual signage are placed in guest rooms, kitchens, and communal areas. Staff undergo quarterly training to enforce segregation protocols.

Waste Audits and Reduction

- **Monthly Audits:** Conducted by the Waste Management Committee to identify key waste streams and reduction opportunities.
- **Single-Use Plastic Elimination:** Replace disposable items with reusable alternatives (e.g., bamboo toothbrushes, jute bags, stainless steel bottles).
- **Digital Transformation:** Transition to paperless check-ins, digital menus, and e-reporting to reduce paper waste by 40% by 2025.

Organic and Kitchen Waste Management

Organic waste at Prakriti is not discarded—it is revitalized. Composting and biochar production exemplify our dedication to regenerative agriculture, where food scraps and garden debris become nutrient-rich amendments for our organic farm. Solar drying and urine recycling further close the loop, transforming potential waste into assets that nourish soil and crops. These practices honor traditional Nepali agrarian wisdom while integrating modern science, demonstrating that sustainability is a synergy of heritage and innovation. By treating organic waste as a resource, we reduce reliance on synthetic inputs and fortify our commitment to a circular economy.

Composting and Biochar Production

- **On-Site Composting:** Biodegradable waste is processed in vermicomposting pits and anaerobic digesters, producing nutrient-rich compost for organic farming.
- **Biochar:** Waste wood is converted into biochar through pyrolysis, enhancing soil fertility and sequestering carbon.
- **Solar Drying:** Excess fruits and vegetables are preserved using solar dryers, reducing spoilage and supporting seasonal menus.

Animal Feed and Nutrient Recovery

- **Farm Integration:** Suitable food scraps are repurposed as feed for livestock, while eggshells are crushed for calcium supplementation in soil.
- **Urine Recycling:** Human and cow urine is collected, treated, and used as a nitrogen-rich fertilizer, aligning with traditional agricultural practices.

Non-Biodegradable and Hazardous Waste

Non-biodegradable and hazardous materials pose a unique challenge in fragile ecosystems. Prakriti addresses this through strategic partnerships with organizations like *Khaali Sisi* and *Bamboo Bazar*, ensuring plastics and metals are recycled or upcycled responsibly. Hazardous waste protocols, including sealed containment and ENPHO-certified disposal, mitigate risks to soil and water systems. Our shift to bio-enzyme cleaners via the Sakal partnership underscores a rejection of chemical dependency, prioritizing solutions that safeguard both human health and environmental integrity. This approach reflects our conviction that even the most persistent waste streams can be managed ethically through innovation and vigilance.

Recycling and Upcycling

- **Partnerships:** Collaborate with *Khaali Sisi* and *Bamboo Bazar* to recycle plastics, glass, and metals. Non-recyclables are transported to certified facilities in Kathmandu.
- **Upcycling Initiatives:** Transform discarded materials into art installations, furniture, and functional items (e.g., glass bottles into lamps, fabric scraps into quilts).

Hazardous Waste Protocols

- **Safe Containment:** Batteries and electronics are stored in sealed containers and processed through ENPHO-certified channels.
- **Chemical-Free Operations:** Prohibit synthetic fertilizers and insecticides; use bio-enzyme cleaners (via MOU with *Sakal BioEnzyme Nepal*) for sanitation and odor control.

Wastewater and Greywater Management

Water is a sacred resource in the Himalayas, and its conservation is central to Prakriti's ethos. Greywater reuse through constructed wetlands and blackwater treatment via anaerobic baffle reactors (ABRs) exemplify nature-based solutions that protect Shivapuri's watersheds. These systems, designed in collaboration with ENPHO, ensure wastewater is purified and repurposed, reducing freshwater extraction and preventing pollution. By integrating phytoremediation and traditional soak-pit methods, we demonstrate that advanced engineering and ecological wisdom can coexist to sustain both the resort and surrounding habitats.

- **Greywater Reuse:** Filtered through constructed wetlands with *Canna indica* and vetiver grass, then reused for irrigating tea gardens and landscapes.
- **Blackwater Treatment:** Processed via anaerobic baffle reactors (ABRs) and soak pits designed by ENPHO, ensuring compliance with national water quality standards.

Community Engagement and Education

Waste management at Prakriti transcends infrastructure—it is a cultural movement. Guest workshops and staff training programs cultivate a shared understanding of zero-waste principles, fostering a community of informed advocates. Collaborative cleanups in Shivapuri National Park and partnerships with Gokerneshowr Municipality extend our impact beyond resort boundaries, reinforcing the idea that environmental stewardship is a collective responsibility. These initiatives are not mere outreach; they are investments in a sustainable future where local knowledge and global standards converge.

Awareness Programs

- **Guest Workshops:** Interactive sessions on zero-waste living, including DIY bio-enzyme production and composting techniques.
- **Staff Training:** Certify employees in waste segregation, circular economy principles, and emergency response for hazardous materials.

Collaborative Stewardship

- **Cleanup Drives:** Organize quarterly cleanups in Shivapuri National Park and adjacent trails, involving guests, staff, and Haibung residents.
- **Local Partnerships:** Engage *Gokerneshowr Municipality* to improve regional waste infrastructure and share best practices.

Monitoring and Continuous Improvement

Accountability is the bedrock of effective waste management. Prakriti's KPIs and third-party audits are not bureaucratic exercises but tools of integrity, ensuring our progress is measurable and aligned with global benchmarks like the TRUE Zero Waste certification. Real-time dashboards and annual audits by Travelife and ENPHO provide transparency, building trust with stakeholders. Continuous improvement is not optional—it is a pledge to evolve, adapt, and lead in an era of environmental uncertainty.

Key Performance Indicators (KPIs)

- Achieve 90% waste diversion from landfills by 2026.
- Reduce non-biodegradable waste generation by 30% by 2025 (2023 baseline).
- Train 100% of staff in zero-waste protocols by Q4 2024.

Accountability Mechanisms

- **Public Dashboard:** Display real-time data on waste metrics, recycling rates, and carbon offsets.
- **Third-Party Audits:** Annual reviews by Travelife and ENPHO to validate compliance with global standards.

Innovation and Future Commitments

Innovation at Prakriti is driven by necessity and vision. Pursuing TRUE Zero Waste certification and adopting bio-bags reflect our ambition to set industry benchmarks. Research partnerships with Kathmandu

University on algae-based packaging and mycelium materials underscore our commitment to pioneering scalable solutions. These efforts are not experiments; they are strategic steps toward a future where waste is obsolete, and every material is part of a regenerative cycle.

- **Zero-Waste Certification:** Pursue TRUE Zero Waste certification by 2027, aligning with global benchmarks.
- **Bio-Bag Adoption:** Replace all plastic bin liners with compostable alternatives by 2025.
- **Research Partnerships:** Collaborate with Kathmandu University to pilot algae-based packaging and mycelium materials.

Compliance and Governance

Compliance is Prakriti's covenant with nature. Penalties for non-segregation and stringent vendor standards are not punitive measures but safeguards for the ecosystems we cherish. By holding ourselves and partners to the highest ethical standards, we ensure our operations honor the Himalayan landscape's sanctity. Governance here is not about control—it is about reverence for the land and its legacy.

- **Penalties:** Fines up to 30,000 NPR for non-compliance with segregation protocols or unauthorized use of plastics.
- **Vendor Standards:** Terminate contracts with suppliers failing to meet eco-certification criteria.

3.7

Biodiversity and Ecosystem Protection

Purpose

This policy formalizes Prakriti Resort & Organic Farm's commitment to conserving and enhancing biodiversity within Shivapuri Nagarjun National Park and the Haibung Valley. Aligned with the United Nations Sustainable Development Goals (SDGs 14, 15), Travelife Certification standards, and Nepal's National Biodiversity Strategy (2078 BS), this framework integrates habitat preservation, sustainable land management, and community stewardship to protect fragile ecosystems, mitigate species decline, and foster ecological resilience.

Guiding Principles

Prakriti Resort & Organic Farm's guiding principles for biodiversity conservation are deeply rooted in the ecological and cultural fabric of **Shivapuri Nagarjun National Park (SNNP)**. These principles reflect our commitment to preserving the park's irreplaceable ecosystems while fostering harmony between human activity and nature.

1. Habitat Integrity: Safeguarding Shivapuri's Ecological Sanctuaries

Shivapuri Nagarjun National Park is a lifeline for the Kathmandu Valley, providing critical ecosystem services such as freshwater recharge, carbon sequestration, and habitat for endangered species. Prakriti prioritizes the protection of SNNP's core habitats—subtropical forests, riverine corridors, and alpine grasslands—which sustain species like the **red panda**, **Himalayan serow**, and **Assamese macaque**. By designating buffer zones around the resort as inviolate

conservation areas, we mitigate habitat fragmentation and ensure wildlife corridors remain intact. This principle aligns with SNNP's mandate to balance tourism with ecological preservation, recognizing that even minor disruptions to these habitats can destabilize delicate food webs and water cycles.

2. Native Species Stewardship: Honoring Shivapuri's Endemic Legacy

SNNP's biodiversity is defined by species uniquely adapted to its microclimates and elevations, such as *Rhododendron arboreum* (national flower of Nepal), *Michelia kisopa* (magnolia), and the **Himalayan monal** (Nepal's national bird). Prakriti commits to using only indigenous plants in landscaping and agroforestry, avoiding invasive species like *Lantana camara* that threaten SNNP's ecological balance. By reviving heirloom crops and medicinal herbs (e.g., *Jatamansi*, *Chiraito*), we honor the park's botanical heritage while supporting pollinators like the **Himalayan honeybee**, crucial for SNNP's forest regeneration.

3. Low-Impact Operations: Aligning with SNNP's Carrying Capacity

Tourism in SNNP's buffer zones must respect the park's ecological thresholds. Prakriti adheres to strict protocols to minimize disturbances: trails avoid critical breeding grounds for **leopards** and **Himalayan black bears**, while silent hours during dusk and dawn protect nocturnal species like the **Himalayan palm civet**. Energy-efficient infrastructure (e.g., solar lighting, noise-reducing pathways) ensures our operations do not encroach on SNNP's wilderness. This principle mirrors SNNP's vision of sustainable tourism, where human activity coexists with—rather than dominates—natural systems.

4. Collaboration with SNNP Authorities: Unified Conservation Action

Prakriti operates as an extension of SNNP's conservation efforts. We collaborate with park rangers on anti-poaching patrols, share data on wildlife sightings (e.g., **red pandas**, **pallid harriers**), and participate in SNNP-led initiatives to eradicate invasive species. By aligning our policies with SNNP's management plan—such as restricting construction in landslide-prone zones—we ensure our actions bolster, rather than undermine, the park's long-term ecological resilience.

5. Cultural-Ecological Synergy: Bridging Tradition and Science

SNNP's forests are sacred to the Tamang and Gurung communities, who have stewarded these lands for centuries through practices like *Chandi Mata* (sacred groves) and seasonal grazing bans. Prakriti integrates this ancestral wisdom into modern conservation, training local youth as **biodiversity ambassadors** and reviving traditional fire management techniques to prevent forest degradation. By documenting indigenous knowledge of medicinal plants (e.g., *Panch aule*, *Satuwa*), we ensure SNNP's cultural and ecological narratives remain intertwined.

6. Transparency and Adaptive Governance: Accountability to SNNP's Future

The dynamic challenges facing SNNP—from climate change to encroachment—demand flexible, evidence-based governance. Prakriti employs real-time monitoring tools (e.g., AI-driven camera traps, soil sensors) to track ecological shifts, sharing findings with SNNP authorities and researchers. Adaptive management ensures we revise strategies in response to emerging threats, such as rerouting trails to protect newly identified **red panda dens** or adjusting irrigation to conserve water for SNNP's streams.

Core Commitments

1. Conservation of Shivapuri's Habitats

SNNP's forests and watersheds are irreplaceable. As a stakeholder in the park's buffer zone, Prakriti commits to minimizing its footprint while actively rehabilitating degraded habitats. By designating 25% of resort land as **inviolate conservation zones**, we create safe corridors for wildlife like the **Himalayan black bear** and **leopard**, whose movements are threatened by encroachment. Regular collaboration with SNNP rangers ensures our efforts align with national park priorities, such as curbing illegal logging and mitigating human-wildlife conflict.

- **Habitat Mapping:** Use indigenous intelligence to identify and protect SNNP's critical biodiversity areas, including bird nesting sites and medicinal plant hotspots.
- **Wildlife Corridors:** Partner with SNNP authorities to restore degraded trails used by **spotted deer** and **Himalayan goral**.
- **Anti-Poaching Support:** Collaborate with SNNP's ranger teams to monitor endangered species.

2. Sustainable Landscape Practices Aligned with SNNP Ecology

Landscaping at Prakriti mimics SNNP's natural ecosystems to avoid ecological fragmentation. By using native species like *Jatamansi* (spikenard) and *Chutro* (*Berberis asiatica*), we create habitats that support SNNP's pollinators, including the **Himalayan honeybee** and **sunbirds**, while preserving genetic diversity. Chemical-free practices prevent runoff into SNNP's streams, which feed the **Bagmati and Bishnumati rivers**—vital water sources for Kathmandu.

- **SNNP Native Gardens:** 95% of resort greenery comprises plants endemic to the park, such as *Urtica dioica* (Himalayan nettle) and *Rubus ellipticus* (golden Himalayan raspberry).

- **Invasive Species Control:** Eradicate *Ageratina adenophora* (crofton weed) and *Lantana camara* in collaboration with SNNP's ecology team.

3. Community-Led Stewardship

SNNP's conservation success hinges on local communities. Prakriti works with Haibung villagers to revive practices like *Ban Jhakri* (forest guardian) traditions, where sacred groves are protected as habitats for SNNP's wildlife. Training programs empower youth as **biodiversity ambassadors**, equipping them to lead reforestation drives and monitor SNNP's endangered species.

- **Sacred Groves Revival:** Restore 5+ *Chandi Mata* forest patches in SNNP's buffer zone, using traditional taboos to deter logging.
- **Eco-Tourism Partnerships:** Collaborate with SNNP to offer guided hikes led by Tamang trackers, sharing knowledge of medicinal plants and animal behavior.

Monitoring & Compliance

Accountability to SNNP's ecosystems is non-negotiable. Prakriti employs SNNP-approved metrics to track progress, ensuring transparency with park authorities and stakeholders.

- **Wildlife Sightings Log:** Share data on **red panda** and **Himalayan monal** sightings with SNNP's research center.
- **Third-Party Audits:** Annual reviews by SNNP's ecology division and IUCN validate compliance.
- **KPIs:**

Metric	Target (2026)	Relevance to SNNP
Reforested buffer zones	10 hectares	Combat soil erosion in SNNP's slopes
Invasive species removal	100% from resort land	Protect SNNP's native flora

Innovation & Collaboration

SNNP's challenges—from climate-induced glacial retreat to invasive species—demand innovative solutions. Prakriti partners with SNNP, CyberDeus AI and Kathmandu University to pilot:

- **Myco-Remediation:** Use native fungi to detoxify soils contaminated by trekking trails.
- **AI-Powered Wildlife Tracking:** Deploy machine learning to analyze SNNP camera trap data, predicting poaching hotspots.

Compliance & Enforcement

Violations harm SNNP's fragile ecosystems. Penalties are designed to rehabilitate damage and deter future risks.

- **Fines:** Up to 10,000 NPR for habitat disruption, with funds directed to SNNP's conservation trust.
- **Vendor Bans:** Suppliers violating SNNP's guidelines (e.g., using non-native plants) are prohibited.

This policy is reviewed annually with SNNP authorities to ensure alignment with the park's evolving conservation priorities.

3.8

Sustainable Sourcing and Supply Chain Management

Objective:

To ensure that all products and services procured by Prakriti Resort & Organic Farm are sourced sustainably, supporting local communities and reducing environmental impact.

Procurement Standards for Local and Organic Products

- **Local Sourcing Commitment:**
Prioritize the procurement of goods and services from local suppliers who adhere to sustainable practices and contribute to the regional economy.
- **Organic Certification:**
Ensure that all food products and agricultural inputs meet recognized organic standards, reinforcing our commitment to organic farming practices.
- **Sustainable Packaging:**
Encourage suppliers to use eco-friendly packaging materials and reduce overall packaging waste.
- **Traceability and Transparency:**
Maintain a transparent supply chain with clear documentation on the origins and sustainability credentials of all procured items.

Supplier Sustainability Criteria

- **Ethical Standards:**
Require all suppliers to adhere to strict ethical standards, including fair labor practices, environmental stewardship, and corporate social responsibility.
- **Regular Assessments:**
Conduct periodic evaluations of supplier performance against our sustainability criteria, ensuring continuous improvement and compliance.
- **Collaborative Partnerships:**
Work closely with suppliers to develop joint sustainability initiatives, share best practices, and drive innovation throughout the supply chain.
- **Feedback Mechanisms:**
Implement feedback loops to gather input from suppliers on potential improvements in sustainable sourcing and supply chain practices.

3.9

Climate Change Mitigation and Adaptation Strategies

Objective:

To actively mitigate our impact on climate change and adapt our operations to emerging climate risks, ensuring long-term resilience and environmental stewardship.

- **Greenhouse Gas Emission Reduction:**
Establish baseline measurements of our carbon footprint and set clear, measurable targets for reducing greenhouse gas emissions across all operations.
- **Energy Transition Initiatives:**
Accelerate the adoption of renewable energy solutions and energy efficiency measures, as outlined in our Energy Management and Conservation policy.
- **Climate Risk Assessment:**
Regularly assess the potential impacts of climate change on our operations, infrastructure, and local ecosystems, and develop strategies to mitigate identified risks.
- **Adaptation Planning:**
Develop and implement adaptation plans to address climate-related challenges, including extreme weather events, water scarcity, and shifting agricultural conditions.
- **Sustainable Transportation:**
Encourage the use of low-emission transportation options for both staff and guests, including the provision of electric vehicle charging stations and promoting carpooling initiatives.

- **Collaboration and Advocacy:**
Partner with local authorities, environmental organizations, and industry bodies to support broader climate change initiatives and advocate for sustainable policies at regional and national levels.
- **Monitoring and Reporting:**
Utilize the E.S.G. framework to regularly monitor our progress on climate change mitigation and adaptation efforts, ensuring transparency and accountability in our reporting practices.

3.10

Wildlife Encounter Response Protocol

To ensure the safety of guests, staff, and wildlife during encounters with Shivapuri's fauna—including red pandas, Himalayan black bears, and leopards—while minimizing ecological disturbance.

Scope

Applies to all guided hikes, birdwatching sessions, and self-guided explorations within the resort premises and adjacent national park buffer zone.

For Non-Threatening Wildlife (e.g., red pandas, langurs)

- **Silent Observation:** Guides signal guests to stop, remain silent, and maintain a minimum 20-meter distance.
- **Documentation:** Record species, location, and behavior via the resort's *Wildlife Sighting Portal* for Shivapuri National Park's biodiversity database.

For Potentially Dangerous Wildlife (e.g., leopards, bears)

- **Retreat Calmly:** Guides lead guests away slowly without sudden movements, avoiding direct eye contact.
 - **Deterrents:** Use noisemakers (e.g., clapping, whistles) *only if the animal approaches within 15 meters.*
 - **Emergency Alert:** Activate manual distress signals to notify park rangers at +977-01-4370355.
-

Post-Encounter Protocols

- **Debriefing:** Guests receive a 15-minute session on the ecological significance of the encounter and behavioural adjustments.
 - **Habitat Assessment:** Park rangers inspect the site for disturbances (e.g., trampled vegetation, food waste).
-

Staff Training

- **Quarterly Drills:** Simulated encounters with wildlife dummies to practice evacuation and communication.
- **Certification:** Guides must complete the *Shivapuri Wildlife Stewardship Program*, covering non-invasive tracking and emergency first aid.

Guest Education

- **Pre-Hike Briefings:** Distribute laminated cards with wildlife photos, safe distances, and emergency contacts.
 - **Trail Signage:** Install infrared-reflective markers to deter nocturnal species from high-traffic areas.
-

Reporting and Monitoring

- **Incident Logs:** Document all encounters in the *Wildlife Interaction Registry*, reviewed monthly by park authorities.
 - **Habitat Mitigation:** Redirect trails or impose seasonal closures if recurrent encounters threaten animal behavior.
-

Legal and Ethical Compliance

- **Wildlife Act, Nepal (2029 BS):** Prohibits feeding, touching, or provoking animals. Violators face fines up to 50,000 NPR.
 - **IUCN Best Practices:** Prioritize animal welfare over guest photography demands.
-

Emergency Contacts:

- Shivapuri National Park Rangers: +977-01-4370355.
- Resort Security: +977-9820113872

Section Four

Social and Community Responsibility

At Prakriti Resort & Organic Farm, we are dedicated to fostering vibrant communities and sustainable development by actively engaging with local stakeholders. We support local economies and artisans by partnering with regional suppliers and showcasing traditional crafts, while also participating in community projects such as environmental restoration, educational programs, and cultural events that enhance local quality of life. Our commitment extends to preserving our rich cultural heritage by celebrating local traditions and histories through collaborations with cultural institutions. Additionally, we prioritize the well-being of our employees by upholding fair labor practices, ensuring a diverse and inclusive workplace, and providing fair wages and professional development, while also educating our guests about sustainability through interactive programs and responsible travel initiatives. Rigorous health and safety protocols further ensure that both staff and guests experience a secure and supportive environment.

4.1

Community Engagement and Development

At Prakriti Resort & Organic Farm, we believe that vibrant communities are integral to our success. We engage proactively with local communities and stakeholders to promote shared prosperity and sustainable development.

- **Support for Local Economies and Artisans:**

We prioritize partnerships with local suppliers, artisans, and small businesses, ensuring that our procurement and operational practices contribute to the economic empowerment of our region. By sourcing locally and showcasing traditional crafts and products, we create opportunities for local entrepreneurs and preserve traditional skills.

- **Community Projects and Partnerships:**

Our resort actively participates in community development initiatives, including environmental restoration projects, educational programs, and cultural events. We foster long-term partnerships with community organizations and local government bodies to co-create programs that address local needs and enhance the quality of life for residents.

Cultural Heritage Preservation

We are committed to respecting and preserving the rich cultural heritage of our locale. Our policies ensure that our operations and guest experiences celebrate local traditions, customs, and historical narratives. Through collaborations with cultural institutions and local experts, we support initiatives that document, promote, and sustain our unique cultural identity.

Employee Welfare, Fair Labor Practices, and Human Rights

The well-being of our staff is paramount. We adhere to fair labor practices and strive to create a workplace that values diversity, equity, and inclusion.

- We ensure that all employees receive fair wages, benefits, and opportunities for professional development.
- Our policies mandate a safe, healthy, and respectful work environment free from discrimination, harassment, and exploitation.
- We regularly review and update our practices in line with international labor standards and human rights frameworks.

Guest Engagement and Education on Sustainability

Our commitment to sustainability extends to our guests. We provide educational programs and interactive experiences that highlight our environmental and social initiatives.

- Guests are encouraged to participate in sustainable activities and to learn about local culture and traditions through workshops, guided tours, and informational materials.
- Our communication channels—ranging from in-room literature to digital platforms—emphasize responsible travel and environmental stewardship.

Health and Safety Standards for Staff and Guests

Ensuring the health and safety of all our stakeholders is a critical pillar of our policy framework.

- We maintain rigorous health and safety protocols across all areas of our resort, consistent with local and international standards.
- Regular training, emergency preparedness drills, and continuous risk assessments ensure that both staff and guests experience a secure and supportive environment.

4.2

Crisis Management & Preparedness

Purpose

This section outlines Prakriti Resort & Organic Farm's proactive framework for identifying, mitigating, and responding to crises while safeguarding human welfare, ecological integrity, and operational continuity. Aligned with ISO 22301 (Business Continuity Management), GSTC resilience criteria, and Nepal's National Disaster Risk Reduction Policy, this protocol ensures crises are managed with minimal disruption to sustainability commitments and community partnerships.

Guiding Principles

Crises test the depth of our sustainability ethos. At Prakriti, resilience is not just about surviving disruptions but emerging stronger while honoring our duty to Haibung's people and Shivapuri's ecosystems. By embedding stakeholder welfare into every contingency plan, we reject the false choice between business continuity and ethical responsibility. Transparency, even in chaos, ensures trust endures long after the crisis subsides. These principles reflect our belief that true sustainability is proven not in ideal conditions but in adversity.

- **Resilience Over Reaction:** Prioritize preparedness and adaptive capacity over reactive measures.

- **Stakeholder-Centric Response:** Protect guest safety, staff welfare, and community livelihoods as non-negotiable priorities.
- **Ecosystem-First Mitigation:** Minimize harm to Shivapuri's biodiversity during crises.
- **Transparent Communication:** Disclose risks, actions, and outcomes to stakeholders without delay.

Core Commitments

1. Risk Assessments & Scenario Planning

Anticipating the unexpected is an act of respect for our stakeholders. Annual risk assessments, co-designed with Haibung's Disaster Management Committee, identify vulnerabilities—from monsoon landslides threatening farm access roads to zoonotic disease risks in wildlife corridors. For example, a 2024 assessment revealed gaps in wildfire evacuation routes, prompting collaboration with Shivapuri National Park to clear buffer zones and install emergency hydration stations.

Scope:

- Natural disasters (earthquakes, floods, wildfires).
- Health emergencies (pandemics, food safety incidents).
- Socio-political disruptions (supply chain failures, civil unrest).

Tools: GSTC Resilience Toolkit, UNDRR's *Sendai*

Framework guidelines, local indigenous knowledge on seasonal risks.

2. Crisis Response Plans

Our plans are living documents, refined through lived experience. During the 2023 Koshi River floods, which disrupted organic produce deliveries, our "Farm-to-Table Continuity Protocol" activated partnerships with Haibung's women-led cooperatives, ensuring meal

quality while supporting local livelihoods. Every crisis becomes a lesson; every response, a blueprint for improvement.

Key Protocols:

- **Guest & Staff Safety:** Evacuation routes, emergency shelters, and medical partnerships with Kathmandu's Teaching Hospital.
- **Supply Chain Contingencies:** Backup suppliers pre-vetted for sustainability compliance.
- **Biodiversity Protection:** Rapid-response teams to safeguard wildlife habitats during fires or pollution events.

3. Communication Protocols

In crises, silence breeds panic; clarity builds trust. Our multilingual communication tree, tested during 2024's unplanned national park closures, ensures real-time updates reach guests, staff, and villagers simultaneously. Social media blackouts? We revert to Haibung's community radio network—a system born from stakeholder dialogues.

Channels:

- **Guests:** SMS alerts, in-room briefing packets, trained staff as crisis liaisons.
- **Community:** Village loudspeakers, WhatsApp groups with local leaders.
- **External Partners:** Dedicated hotline for emergency responders and certification bodies.

4. Drills & Capacity Building

Practice transforms theory into instinct. Bi-annual earthquake drills involving staff and Haibung residents revealed that wheelchair-accessible evacuation paths were poorly marked—a gap rectified within a week. Training is not a compliance exercise but a covenant with those who trust us with their safety.

Programs:

- **Quarterly Drills:** Fire evacuations, medical emergencies, cybersecurity breaches.
- **Staff Certification:** Red Cross First Aid, WHO's epidemic response training.
- **Community Workshops:** Disaster literacy programs for Haibung's schoolchildren.

5. Post-Crisis Analysis & Regenerative Recovery

Recovery must leave stakeholders and ecosystems stronger than before. After a 2023 landslide damaged water pipelines, our restoration effort included installing rainwater harvesting systems for both the resort and neighboring farms—turning a crisis into a community-wide climate adaptation project.

Process:

- **Root Cause Analysis:** Cross-functional teams audit response effectiveness.
- **Regenerative Actions:** All recovery projects align with SDGs (e.g., rebuilding with carbon-neutral materials).
- **Public Reporting:** Share lessons learned via sustainability portal to industry peers.

Monitoring & Reporting

Vigilance is our shield. Real-time weather sensors, staff incident logs, and guest feedback loops feed into a resilience dashboard reviewed weekly by the Crisis Steering Committee. When sensors detected abnormal soil moisture near organic farms in 2024, preemptive drainage upgrades prevented monsoon crop losses.

KPIs:

Metric	Target (2026)	Tracking Method
Drill participation rate	100%	Attendance logs
Emergency response time	≤10 minutes	Incident reports
Post-crisis satisfaction	≥85%	Guest/community surveys

Public Dashboards: Verbal timely updates during crises (e.g., air quality index, evacuation status).

Innovation & Preparedness

We invest in tomorrow's solutions today. A 2025 pilot using drone surveillance to monitor wildfire risks in Shivapuri's buffer zones not only enhanced safety but provided biodiversity data used by park researchers. Innovation here is both shield and spear—protecting while advancing.

Pilot Projects:

- **Risk Modeling:** Predict landslide zones using historical rainfall and soil data (developed with Crisis Management Military Experts).
- **Emergency Supply Chains:** Ensure real-time tracking of critical sustainable supplies during disruptions.

Compliance & Accountability

Crisis preparedness is a moral obligation. Non-compliance with drill participation or risk mitigation protocols triggers escalating accountability, from leadership reviews to fines funding Haibung's Disaster Relief Fund.

Penalties:

- **Minor:** Mandatory retraining and public remediation plans.
- **Major:** Disciplinary measures and fines invested into community resilience projects (e.g., flood-resistant crop trials).

4.3

Ethical Guidelines for Cultural Excursions

These guidelines ensure cultural excursions to indigenous Gurung villages, sacred sites, and heritage locations are conducted with respect, integrity, and reciprocity. Rooted in the principles of *Free, Prior, and Informed Consent (FPIC)* and aligned with the Global Sustainable Tourism Council (GSTC) Criteria, this framework safeguards cultural heritage while fostering equitable community benefits.

Scope

Applies to all staff, guides, and guests participating in cultural activities, including visits to:

- Gurung villages (e.g., traditional settlements in the Haibung Valley).
- Sacred sites (e.g., Bajrayogini Temple, Chandi Mata forest groves).
- Artisan cooperatives and historical landmarks.

Respect for Autonomy

- **Prior Consent:** Verbal consent from village councils or cultural custodians is mandatory before organizing visits. Activities are cancelled if communities designate days for rituals or private ceremonies.

- **No Intrusion:** Avoid entering homes, shrines, or restricted areas unless explicitly invited.

Equitable Benefit Sharing

- **Revenue Allocation:** 10% of excursion fees fund the *Haibung Cultural Preservation Fund*, supporting oral history documentation, traditional craft revival, and youth education.
- **Fair Compensation:** Local guides and artisans receive wages above regional averages, negotiated biannually via the *Haibung Tourism & Environment Development Committee*.

Cultural Sensitivity

- **Attire and Conduct:** Guests and staff must dress modestly (covered shoulders/knees) and refrain from public displays of affection in sacred spaces.
- **Photography Ethics:**
 - No photography of religious rituals, private homes, or individuals without explicit verbal consent.
 - Drones prohibited near heritage sites to prevent noise pollution and spiritual disrespect.

Educational Integrity

- **Authentic Narratives:** Guides share stories co-developed with village elders, avoiding romanticized or exploitative portrayals of poverty or traditions.

- **Language Use:** Key terms (e.g., *Chandi Mata*, *Gurung Dhaka*) are explained in Tamang/Nepali first, followed by English translations.

Pre-Visit Preparation

- **Community Briefings:** Village representatives review itineraries and adjust activities to align with local calendars (e.g., harvest festivals, mourning periods).
- **Guest Orientation:** Mandatory 10-minute session covering cultural norms, prohibited behaviours, and the historical significance of sites.

During Visits

- **Gift-Giving:** Discourage monetary tips; instead, guests may contribute school supplies or seeds to community-managed donation boxes.
- **Waste Management:** Carry reusable water bottles and compostable snack containers; all waste is transported back to the resort for processing.

Post-Visit Accountability

- **Feedback Loops:** Village councils review guest feedback quarterly to refine activities.
- **Transparency Reports:** Annual disclosures on funds disbursed, artifacts preserved, and conflicts resolved.

Consequences for Non-Compliance

- **Minor Violations** (e.g., inappropriate attire): Verbal warning and mandatory cultural sensitivity retraining.
- **Major Violations** (e.g., unauthorized photography): Immediate excursion termination and donation of appropriate compensation to the impacted community.

4.4

Open Door Feedback Policy

Purpose

This section formalizes Prakriti Resort & Organic Farm's commitment to fostering a culture of transparency, inclusivity, and responsiveness through structured feedback mechanisms. Aligned with Travelife's stakeholder engagement criteria, this policy ensures that insights from guests, staff, and communities directly inform operational improvements, governance decisions, and sustainability innovation.

Guiding Principles

Feedback is the lifeblood of ethical stewardship. At Prakriti, we view every critique as a gift and every suggestion as a roadmap to better harmony with Shivapuri's ecosystems and Haibung's people. By embedding radical transparency, we reject performative listening. Our Open Door Policy isn't just a channel—it's a covenant: if you speak, we will act. These principles ensure that sustainability remains a collaborative journey, not a static destination.

- **Radical Transparency:** Share feedback outcomes openly, including criticisms.
- **Inclusivity:** Prioritize accessibility for all stakeholders, regardless of language, literacy, or power dynamics.
- **Action Over Acknowledgement:** Translate feedback into measurable change.

- **Non-Retaliation:** Protect whistleblowers and critics through anonymity and safeguards.

Core Commitments

1. Structured Feedback Channels

Diverse voices prevent exclusion and honor stakeholder dignity. To avoid low participation from non-literate staff, we have partnered with Haibung Tourism and Environment Development Committee to launch After Action Reporting (AAR) system for smooth integration of feedbacks from staff. This is hoped to increase engagement and uncovered critical gaps in staff support for female farmworkers.

Channels:

- **Guests:** Pre-arrival surveys, in-room tablets with real-time translation, post-departure interviews.
- **Staff:** Monthly “Chai & Dialogue” sessions with leadership, anonymous drop boxes across departments.
- **Community:** Monthly meetings with moderated forums for elders, women, and youth.

2. Anonymous Reporting Mechanisms

Silence serves no one. Our 24/7 HR Hotline, managed by our HR supervisor, ensures even the most vulnerable—like temporary farmworkers—can report concerns without fear.

Tools:

- WhatsApp mobile app with photo/video reporting.
- Third-party whistleblower portal (available in Nepali, and English).

3. Tiered Response Protocol

Not all feedback weighs the same. A guest’s complaint about slow Wi-Fi gets a 48-hour resolution, while a farmer’s warning about soil erosion in Shivapuri’s buffer zones triggers an emergency task force. This system honors urgency without hierarchy.

Response Framework:

- **Level 1 (Operational):** Frontline staff resolve issues within 72 hours (e.g., housekeeping oversights).
- **Level 2 (Strategic):** Department heads address systemic gaps in ≤30 days (e.g., recurring supply delays).
- **Level 3 (Policy):** Managing Director reviews for governance reforms (e.g., bias in promotions).

4. Feedback-Driven Innovation

Our best ideas come from outside the boardroom. When a chef's suggestion to repurpose coffee grounds into mushroom substrate reduced waste by 9 tons annually, it proved that innovation lives in every role. We institutionalize this through:

Programs:

- **"Green Initiatives":** Staff/guests pitch sustainability projects; winning ideas receive funding (e.g., etiquette trainings pitched by our manager).
- **Community Co-Design Workshops:** Haibung villagers shape policies like cultural tour protocols.

5. Transparent Follow-Up & Closure

Accountability dies in darkness. Every feedback provider receives a personalized update on actions taken—even when we cannot fully resolve concerns. We share how their critique leads to redesigning of protocols immediately.

Process:

- Public "Feedback to Action" verbally tracks submissions, status, and outcomes.
- Monthly town halls detail how input shaped policy changes (e.g., new parental leave rules from staff surveys).

Monitoring & Reporting

What gets measured gets improved. Real-time analytics map feedback trends—like a 2025 spike in compost confusion—enabling proactive fixes before issues escalate.

KPIs:

Metric	Target (2026)	Tracking Method
Feedback resolution rate	95%	CRM analytics
Anonymous participation	≥40%	Platform metrics
Stakeholder satisfaction	≥90%	Post-resolution surveys

Public Dashboards: Live feed of anonymized feedback themes and resolution timelines.

Innovation & Capacity Building

We turn feedback into foresight. A 2025 pilot using sentiment analysis on guest surveys predicted rising demand for birdwatching tours, prompting partnerships with Shivapuri's ornithologists—a move that boosted bookings by 18% while funding habitat conservation.

Pilot Projects:

- **Pro-active Forecasting:** Identify emerging concerns from unstructured feedback (e.g., detecting "water taste" mentions across languages).
- **Feedback Ledger:** Immutably record community input for auditability, building trust in marginalized groups.

Compliance & Accountability

Ignoring feedback breaches our sustainability oath. Managers failing to meet resolution targets face mandatory retraining, while repeat offenders are ineligible for promotion.

Penalties:

- **Minor:** Public apology and remediation plan.
- **Major:** Disciplinary measures.

Section Five

Operational Sustainability

At Prakriti Resort & Organic Farm, we champion operational sustainability through eco-friendly building practices that emphasize energy efficiency and the use of local, recycled materials, supported by rigorous green certifications, while also reducing transportation emissions by promoting electric vehicles, providing charging stations, and incentivizing sustainable travel options. Central to our model is organic farming, where strict production standards and farm-to-table initiatives bolster local food systems and biodiversity, and our food and beverage operations further enhance sustainability by sourcing locally and organically, reducing waste through innovative practices, and supporting the regional economy.

5.1

Quality Assurance & Continuous Improvement

Purpose

This section defines Prakriti Resort & Organic Farm's structured framework for ensuring adherence to sustainability goals, validating policy efficacy, and fostering ongoing enhancement. Grounded in ISO 9001 quality management principles, Travelife Certification benchmarks, and GSTC criteria, this system embeds accountability, adaptive governance, and measurable progress across operations and community partnerships.

Guiding Principles

At Prakriti, quality assurance is not a checklist but a philosophy of integrity. Our principles are rooted in the belief that sustainability thrives on evidence, not goodwill. By prioritizing verification, we guard against greenwashing. By centering stakeholders, we ensure our actions resonate with the needs of both Haibung's communities and our global guests. Proactive adaptation reflects our commitment to evolving alongside Shivapuri's ecosystems, while transparency builds trust—a currency as vital as profitability. These principles form the backbone of a system designed not merely to comply but to lead.

- **Verification Over Assumption:** Prioritize data-driven validation of sustainability outcomes.
- **Stakeholder-Centric Accountability:** Engage guests, staff, and communities as partners in quality oversight.

- **Proactive Adaptation:** Anticipate risks and opportunities through iterative learning.
- **Transparency:** Publicly disclose audit results, progress gaps, and corrective actions.

Core Commitments

1. Internal Audits & Self-Assessments

Internal audits are our compass, steering us away from complacency. Quarterly reviews are not about fault-finding but course-correcting. For instance, when energy usage in our spa exceeded targets last monsoon, the audit revealed outdated insulation—a fix that reduced consumption by 18%. These assessments ensure every department, from housekeeping to farm operations, aligns with our environmental, social, and governance pillars.

Scope: Energy/water usage, supply chain ethics, biodiversity metrics, staff training records.

Tools: Travelife's Sustainability Indicators, GSTC Audit Checklists, proprietary scorecards.

Outputs: Action plans addressing gaps (e.g., energy overruns, incomplete waste logs).

2. Third-Party Certifications & External Audits

Independent validation is our mirror, reflecting both strengths and blind spots. Annual audits by Travelife experts and Shivapuri National Park authorities ensure we meet global benchmarks while honoring local ecological sensitivities. For example, a 2024 audit flagged inconsistencies in compostable packaging sourcing, prompting a shift to Haibung-based biodegradable suppliers—a win for both compliance and community economies.

Focus Areas:

- Organic farming compliance (NPOCA certification).
- Human rights adherence (ILO conventions).

- **Wildlife protection** (IUCN guidelines).
Public Reporting: Audit summaries published on the resort's sustainability portal.

3. Stakeholder Feedback Loops

Guests and villagers are our most candid auditors. A guest's critique of single-use toiletries in 2023 accelerated our transition to refillable bamboo containers. Meanwhile, Haibung's biannual forums revealed underrepresentation of women in leadership roles, leading to targeted hiring initiatives. This two-way dialogue ensures our policies remain dynamic, not dogmatic.

Mechanisms:

- **Guest Surveys:** Post-stay evaluations assess satisfaction with initiatives like zero-waste dining.
- **Community Forums:** Biannual town halls review employment equity and cultural programming.
- **Employee Portal:** Anonymous reporting of issues like chemical misuse.

4. Corrective & Preventive Actions (CAPA)

A gap identified but unaddressed is a promise broken. When a kitchen audit uncovered inconsistent compost segregation, we didn't just retrain staff—we redesigned the waste station layout, reducing errors by 95%. CAPA's tiered system ensures minor lapses become learning opportunities, while major breaches trigger systemic reform.

Examples:

- **Minor:** Retraining on waste protocols.
- **Major:** Suspending suppliers violating labor laws.
- **Root Cause Analysis:** Cross-functional teams tackle recurring issues (e.g., water pump inefficiencies).

5. Training & Capacity Building

Empowered teams are our first line of defense. When our farm manager completed a permaculture certification, she introduced companion planting techniques that boosted yields by 22% while reducing water use. Training transforms abstract policies into daily habits, ensuring sustainability is everyone's responsibility.

Programs:

- **Annual Workshops:** Organic standards, conflict resolution, emergency response.
- **Certifications:** Travelife's Sustainability Training for frontline staff.
- **Leadership Programs:** Carbon accounting, SDG reporting.

Monitoring & Reporting

Data is our pulse. Real-time dashboards tracking water use or guest satisfaction aren't just tools—they're a cultural shift toward radical accountability. When live metrics showed a spike in laundry energy use, immediate adjustments saved 12,000 kWh annually.

KPIs:

Metric	Target (2026)	Tracking Method
Audit compliance rate	100%	Internal audit logs
Corrective action resolution	≤30 days	Management registry
Stakeholder satisfaction	≥90%	Survey analytics

EPIT Dashboards: Live updates on energy, water, and waste metrics.

Innovation & Continuous Improvement

Stagnation is the enemy of sustainability. Our 5% revenue pledge to innovation funds solutions born from audit insights. A 2024 pilot using blockchain to trace organic produce from Haibung farms to guest plates not only boosted transparency but became a marketing asset, with 34% of guests citing it as a booking motivator.

Pilot Projects:

- manual traceability for supply chains.
- Data collection systems for water risk mitigation.

Compliance & Enforcement

Accountability without compassion is hollow. While fines for non-compliance exist, our focus is remediation. A vendor failing labor audits isn't just penalized—they're offered training, turning them into allies. Integrity means doing what's right, even when unobserved.

Penalties:

- **Minor:** Retraining and public disclosure.
- **Major:** Disciplinary procedures or fines, redirected to community projects.

5.2

Responsible Tourism Guidelines for Guests

Prakriti Resort & Organic Farm is dedicated to fostering a harmonious relationship between guests, the environment, and the local communities of the Haibung Valley. As stewards of Shivapuri Nagarjun National Park's ecological and cultural heritage, guests are invited to engage in practices that align with our commitment to sustainability. The following guidelines outline shared responsibilities to ensure minimal environmental impact, cultural preservation, and mutual respect throughout guest's stay.

Environmental Stewardship

Guests are encouraged to adopt practices that safeguard the fragile Himalayan ecosystem. Adhere to designated trails during excursions to minimize disruption to native flora and fauna, and refrain from feeding wildlife or removing natural elements such as plants, stones, or artifacts. Waste management is critical; utilize composting and recycling bins provided across the resort premises and avoid single-use plastics by relying on reusable water bottles and bags. Energy and water conservation are paramount—reuse towels, turn off unused appliances, and report leaks promptly. Smoking is restricted to designated outdoor areas to prevent fire hazards and pollution.

Cultural Respect and Sensitivity

The cultural traditions of the Haibung Valley, including those of the Gurung, Tamang, and Newar communities, are integral to the region's identity. Guests are expected to dress modestly in villages and sacred sites, seek permission before photographing residents or private property, and engage with local customs through guided cultural walks or workshops. Avoid loud noises, outdoor parties, or amplified music to preserve the tranquility of both natural and communal spaces. Participation in organic farming activities or traditional meal preparations offers opportunities to appreciate ancestral practices while supporting sustainable livelihoods.

Community Engagement and Ethical Conduct

Economic equity and community empowerment are central to our operational ethos. Prioritize services provided by local guides, artisans, and farmers, such as purchasing handicrafts at the on-site market or dining on hyper-local, organic cuisine. Refrain from distributing money or gifts directly to children, as this may foster dependency; instead, contribute to community-led initiatives or educational programs endorsed by the resort. Respect quiet hours (typically 10:00 PM to 6:00 AM) to ensure peaceful coexistence with neighboring villages and wildlife.

Sustainable Mobility and Low-Impact Exploration

Minimize carbon footprints by opting for walking, cycling, or electric transport within the resort and surrounding areas. Engage in low-impact activities such as birdwatching, yoga, or guided meditation sessions that align with the serene rhythms of the Himalayan landscape. When venturing beyond the resort, coordinate transportation through certified providers to reduce vehicular emissions and noise pollution in ecologically sensitive zones.

Accountability and Continuous Improvement

Guests play a vital role in upholding Prakriti's sustainability mission. Report any operational concerns, such as water wastage or infrastructure issues, to staff immediately. Participate in post-stay surveys to share feedback on sustainability initiatives, enabling the resort to refine practices and enhance guest experiences. By adhering to these guidelines, visitors contribute to the preservation of Shivapuri's biodiversity, the vitality of Haibung's cultural heritage, and the resilience of local communities.

5.3

Sustainable Reception Protocols

1. Sustainable Staff Presentation and Operational Hygiene

Reception staff at Prakriti Resort & Organic Farm are mandated to adhere to stringent hygiene and presentation standards that align with the resort's ecological and cultural ethos. Uniforms must be crafted from **certified organic cotton** or **locally sourced handwoven textiles** produced by Tamang artisans, thereby supporting traditional craftsmanship and reducing reliance on synthetic fabrics. Personal hygiene protocols require the use of **biodegradable, plant-based sanitizers** (formulated with neem, turmeric, or citrus extracts) to minimize chemical exposure to guests and ecosystems. Staff are further instructed to maintain trimmed nails and tied-back hair, ensuring a professional appearance while upholding health and safety standards.

2. Eco-Conscious Guest Welcoming Practices

Upon arrival, guests are greeted using the traditional *Namaste* gesture, reflecting cultural authenticity and minimizing physical contact. To reduce single-use waste, floral garlands provided during welcome ceremonies are sourced from the resort's organic gardens, while reusable cloth wristbands—dyed with natural pigments by Haibung artisans—replace disposable welcome kits. Refreshments are served in **handmade clay cups (*kulhad*)** or

stainless steel vessels, accompanied by organic herbal teas brewed from hyper-local ingredients such as lemongrass and ginger. Warm towels, sanitized using solar-heated water, are offered in lieu of disposable wipes, ensuring alignment with the resort's zero-plastics commitment.

- **Oral Histories:** During check-in, staff share folktales about Shivapuri's sacred groves (*Chandi Mata*) to foster ecological reverence.
- **Artisan Spotlights:** Display Tamang *Dhaka* textiles and Gurung metalwork in reception.

3. Resource-Efficient Check-In Processes

The check-in process prioritizes digital workflows to minimize paper consumption. Guest registration is conducted via tablets pre-loaded with cloud-based software, with physical documentation restricted to **recycled lokta paper** for guests requiring hard copies. Room allocation strategies are optimized for energy conservation: during temperate seasons, guests are assigned naturally ventilated rooms to reduce air conditioning demand, while solar-panel-equipped suites are reserved for peak energy usage periods.

4. Guest Orientation on Sustainability Practices

Reception staff deliver a structured orientation to educate guests on the resort's sustainability infrastructure:

- **Solar-Heated Water Systems:** Guests are informed of a brief 1-minute delay for hot water delivery, attributable to solar thermal efficiency, and encouraged to conserve usage.
- **Zero-Waste Amenities:** Rooms feature reusable glass bottles filled with natural spring water from Shivapuri watersheds, alongside compost bins for organic waste, which is repurposed for on-site regenerative agriculture.

- **Energy Conservation Protocols:** Bed and room heaters, powered entirely by renewable energy, are accompanied by signage urging guests to deactivate devices when unoccupied.

To preserve the Himalayan ecosystem's tranquility, rooms lack televisions and landline phones. Emergency communication is facilitated via a dedicated mobile number for night security personnel (+977-9820113872), with Wi-Fi access details provided through QR codes printed on seed-embedded recycled paper.

5. Sustainable Dining and Activity Coordination

Reception staff articulate the resort's farm-to-table philosophy by detailing buffet timings (e.g., 8:30-10 AM breakfast) and ingredient provenance, emphasizing partnerships with Haibung farmers practicing regenerative agriculture. Guests are introduced to low-impact recreational activities, including guided sunrise hikes, silent meditation sessions in Shivapuri Nagarjun National Park, and participatory organic farming workshops, all designed to foster ecological mindfulness.

6. Eco-Friendly Check-Out and Feedback Mechanisms

At departure, digital invoices are emailed to guests to eliminate paper waste, with an optional carbon offset program enabling contributions to reforestation initiatives along the Melamchi River. As a farewell gesture, guests receive **heirloom seed packets** from the resort's organic farm or hand-painted thank-you cards crafted by the Haibung Women's Collective, reinforcing cultural and environmental stewardship. Feedback is solicited through Travelife-certified platforms and third-party portals (e.g., Booking.com), with an emphasis on evaluating the resort's alignment with sustainability benchmarks.

7. Staff Training and Capacity Building

Reception staff undergo **mandatory quarterly training modules** covering:

- **Cultural Sensitivity:** Deepening knowledge of Gurung/Tamang traditions, spiritual practices (e.g., sacred forest rituals), and ethical guest interactions.
- **Sustainability Literacy:** Certification in Travelife standards (e.g., Section C16: Cultural Heritage, Section F12: Waste Management) and crisis response protocols (e.g., landslides, wildlife encounters).
- **Language Proficiency:** Fluency in Tamang/Nepali/English to ensure inclusive communication with local communities and international guests.

5.4

Sustainable Guest Activities Policy

Purpose

This policy articulates Prakriti Resort & Organic Farm's commitment to fostering ecotourism practices that harmonize environmental conservation, cultural preservation, and socio-economic equity. Grounded in the principles of the United Nations Sustainable Development Goals (SDGs), the Global Sustainable Tourism Council (GSTC) criteria, and Travelife Certification standards, this framework ensures that all guest activities—ranging from guided hikes to cultural immersions—operate within ethical, ecological, and community-centric boundaries.

Scope

The policy governs the design, execution, and oversight of all recreational and educational activities offered to guests within and adjacent to Prakriti Resort & Organic Farm. This includes structured excursions such as treks through Shivapuri Nagarjun National Park, birdwatching sessions, regenerative agriculture workshops, and visits to indigenous Gurung villages, as well as self-guided engagements with the resort's organic farm and cultural sites.

Guiding Principles

Activities shall prioritize the protection of Shivapuri's fragile ecosystems through rigorous trail management protocols, including seasonal closures during critical wildlife breeding periods and the enforcement of visitor caps to mitigate habitat degradation. Single-use plastics are strictly prohibited across all excursions, replaced by reusable alternatives such as bamboo canteens and compostable snack containers.

Cultural excursions, including visits to sacred sites like Bajrayogini Temple and Gurung villages, shall be co-developed with local custodians to ensure authenticity and respect. Photography of private rituals or restricted areas is permitted only with explicit consent, and revenue from cultural activities is equitably shared with participating communities.

A minimum of 85% of guides, drivers, and artisans involved in guest activities shall be sourced from the Haibung Valley, with wages exceeding regional tourism sector averages by 20%. Five percent of activity fees are allocated to the Haibung Heritage Grants, which fund cultural preservation initiatives such as traditional craft revitalization and oral history documentation.

Transportation emissions generated by guided jeep tours and guest transfers are fully offset through investments in biogas digesters for local dairy farms and reforestation projects along the Melamchi River.

Hiking and Trekking

Trails within Shivapuri Nagarjun National Park are meticulously maintained to avoid ecologically sensitive zones, such as red panda habitats and regenerating landslide corridors. Guides integrate climate literacy into narratives, explaining the resort's role in combating glacial retreat through carbon sequestration initiatives. GPS trackers monitor guest density, with a maximum of 25 visitors permitted per trail daily to prevent ecosystem strain.

Birdwatching and Wildlife Engagement

Dawn birdwatching sessions adhere to silent-hour protocols (5:00–8:00 AM) during nesting seasons to minimize auditory disturbances. Infrared binoculars and motion-sensor cameras are employed to observe nocturnal species like the Himalayan musk deer without habitat intrusion. Guest contributions to the resort's eBird portal enhance Shivapuri's biodiversity database, supporting long-term conservation strategies.

Organic Farm and Agroecology Programs

Guests engage in hands-on demonstrations of regenerative practices, including vermicomposting, biochar integration, and heirloom seed preservation. Post-tour meals exclusively feature hyper-local ingredients harvested during activities, such as trout from aquaponic systems and Everest green tea, reinforcing the farm-to-table ethos. All organic waste generated during tours is composted on-site, achieving a zero-waste operational cycle.

Cultural and Heritage Excursions

Visits to Gurung villages include participatory workshops in Dhaka textile weaving and bamboo tool crafting, supervised by Tamang artisans. Thirty percent of fees from these activities fund earthquake resilience projects in collaboration with local NGOs, emphasizing community-led reconstruction. At sacred sites like Bajrayogini Temple, guests are required to remove footwear and refrain from physical contact with ancient structures to honor spiritual traditions.

Implementation Framework

The Sustainability Director oversees compliance with Travelife Certification criteria, including Sections C13 (Local Employment) and I7 (Biodiversity Protection). The Head Guide ensures staff proficiency

in GSTC-aligned trail protocols and cultural sensitivity, validated through annual workshops led by Gurung elders and certified naturalists. The Haibung Tourism & Environment Development Committee conducts quarterly reviews of activity impacts, approving new excursions only after rigorous ecological and cultural assessments.

Financial resources are strategically allocated, with 7% of activity revenue dedicated to trail maintenance (40%), community grants (40%), and emergency conservation funds (20%). Annual training programs certify guides in wilderness first aid, invasive species management, and crisis response, while cultural storytelling modules deepen their ability to convey Shivapuri's ecological and historical narratives.

6. Monitoring and Reporting

Ecological performance is evaluated through monthly audits of waste-free excursion compliance and annual assessments of native sapling survival rates in reforested areas. Social impact is measured via biannual guest satisfaction surveys focused on cultural tours, alongside tracking the annual growth rate of partnerships with Haibung artisans. A public dashboard provides real-time updates on trail usage metrics, carbon offset achievements, and disbursements from the Haibung Heritage Fund. Third-party audits, conducted annually by Travelife-certified experts and Shivapuri National Park authorities, validate adherence to global sustainability benchmarks.

Continuous Improvement

Biannual policy reviews integrate stakeholder feedback, peer-reviewed ecological research, and community input to refine activity protocols. An Innovation Fund, comprising 2% of annual revenue, supports pilot projects such as solar-powered trail signage and AI-driven wildlife monitoring systems.

Compliance and Accountability

Non-compliance with this policy may result in the suspension of activities until corrective measures are implemented. Third-party vendors violating the Supplier Code of Conduct, such as those using non-organic materials or underpaying artisans, face financial penalties and contract termination.

5.5

Sustainable Housekeeping Policy

1. Purpose

This policy establishes Prakriti Resort & Organic Farm's commitment to maintaining the highest standards of cleanliness, resource efficiency, and cultural sensitivity in housekeeping operations. Aligned with the resort's sustainability pillars—environmental stewardship, community empowerment, and cultural preservation—these protocols ensure that daily practices minimize ecological footprints, uphold guest safety, and respect local traditions.

2. Scope

This policy applies to all housekeeping activities, including but not limited to:

- Daily cleaning and maintenance of guest rooms, bathrooms, and communal areas.
- Waste management and resource conservation.
- Handling of guest belongings and lost property.
- Use of eco-friendly cleaning agents and energy-efficient equipment.
- Collaboration with local artisans and suppliers for sustainable procurement.

3. Guiding Principles

Housekeeping operations shall prioritize the use of **biodegradable, plant-based cleaning agents** (e.g., neem, turmeric, or citrus extracts) to eliminate chemical pollution. Single-use plastics are strictly prohibited; reusable cloths, bamboo brushes, and compostable waste bags are mandated for all tasks. Solar panels and outdoor fixtures are cleaned monthly to maintain energy efficiency.

Staff shall adhere to traditional Nepali hospitality practices, such as greeting guests with a warm *Namaste* and using handwoven textiles (e.g., Tamang *Dhaka*) for linens and décor. Sacred or private spaces, including shrines and community areas, are cleaned with minimal intrusion and explicit respect for local customs.

A minimum of 90% of housekeeping staff are recruited from the Haibung Valley, with wages exceeding regional hospitality sector averages by 15%. Procurement of cleaning supplies prioritizes partnerships with local cooperatives, such as Haibung's herbal soap artisans and organic cotton weavers.

All staff undergo certified training in ergonomic practices, allergen management, and emergency response protocols (e.g., landslides, wildlife encounters). Rooms are equipped with **non-toxic pest repellents** (e.g., lemongrass oil) and inspected daily for hazards like mold or electrical faults.

4. Operational Standards

4.1 Daily Cleaning Protocols

Guest rooms and communal areas are cleaned using a **zero-waste methodology**:

- **Waste Segregation:** Three-stream bins (compost, recyclables, non-recyclables) are placed in staff areas, with weekly audits conducted by the Haibung Waste Collective.
- **Water Conservation:** Greywater from mopping is filtered through constructed wetlands and reused for irrigating the organic farm. Low-flow faucets and dual-flush toilets are maintained to reduce consumption by 25%.
- **Linen Management:** Towels and bedsheets are replaced only upon guest request, with a 30% reduction in laundry-related water and energy use achieved through solar drying racks.

4.2 Guest Belongings and Lost Property

- **Ethical Handling:** Staff are prohibited from touching or moving guest belongings without explicit consent. Valuables left behind are immediately reported to the reception and stored in a **biometric-secured locker** for 30 days.
- **Transparency:** Lost items are logged in a digital registry accessible to guests via the resort's sustainability portal, ensuring accountability.

4.3 Deep Cleaning and Maintenance

- **Monthly Deep Cleaning:** Collaborative teams perform intensive cleaning of balconies, gutters, and solar panels using

non-toxic agents. Fallen leaves and organic debris are composted for farm use.

- **Eco-Repairs:** Damaged furniture or fixtures are repaired using reclaimed wood or bamboo, with 10% of repair budgets allocated to training local youth in carpentry through the Haibung Skills Development Program.

5. Sustainable Procurement

5.1 Cleaning Supplies

- All products must comply with the **Green Seal Certification** or equivalent standards.
- **Local Sourcing:** 70% of cleaning agents (e.g., herbal floor cleaners) are purchased from the Haibung Women's Collective, which uses traditional recipes free of synthetic additives.

5.2 Textiles and Amenities

- Linens and towels are crafted from **certified organic cotton** or recycled materials.
- Guest amenities (e.g., shampoo, soap) are provided in bulk dispensers or biodegradable packaging, sourced from Shivapuri beekeepers and herbalists.

6. Staff Training and Welfare

6.1 Capacity Building

- **Quarterly Workshops:** Staff are trained in eco-friendly cleaning techniques, cultural etiquette, and Travelife compliance (Sections F12: Waste Management, C16: Cultural Heritage).

- **Language Proficiency:** Fluency in Tamang, Nepali, and basic English is required to ensure respectful guest interactions.

6.2 Health and Safety

- **Ergonomic Tools:** Lightweight, bamboo-handled mops and adjustable ladders reduce physical strain.
- **Mental Health Support:** Access to counseling services and a *Suraksha Chautari* (Safety Circle) forum for addressing workplace stressors.

7. Monitoring and Compliance

7.1 Key Performance Indicators (KPIs)

- **Waste Diversion:** 95% of housekeeping waste diverted from landfills by 2026.
- **Guest Satisfaction:** 90% positive feedback on cleanliness and cultural authenticity (biannual surveys).
- **Energy Reduction:** 15% decrease in laundry-related energy use by 2025 (baseline: 2023).

7.2 Audits and Reporting

- **Monthly Internal Audits:** Conducted by the Sustainability Steering Committee to assess compliance with eco-friendly protocols.
- **Third-Party Reviews:** Annual audits by Travelife-certified experts to validate alignment with global standards.

7. Continuous Improvement

- **Innovation Fund:** 3% of housekeeping budgets allocated to pilot projects, such as microbial cleaning agents or AI-driven inventory systems.
- **Community Feedback:** Biannual forums with Haibung residents to refine protocols, ensuring cultural relevance and ecological efficacy.

8. Compliance and Accountability

Non-compliance with this policy may result in retraining, suspension of duties, or termination for repeated violations. Vendors failing to meet sustainability criteria are removed from the procurement roster.

5.6

Sustainable Kitchen Operations

Purpose

This section establishes Prakriti Resort & Organic Farm's commitment to integrating zero-waste principles, cultural reverence, and ecological stewardship into kitchen operations. Aligned with Travelife Certification (Section F12: Waste Management, Section E3: Local Sourcing) and Nepal's Food Act (2073 BS), this framework ensures culinary practices honor Himalayan ecosystems, uplift Haibung's communities, and minimize environmental impact through circular resource management, traditional wisdom, and ethical innovation.

Guiding Principles

Our kitchen is a living laboratory where ancestral practices meet regenerative innovation. Every meal prepared here nourishes guests, heals soil, and sustains Shivapuri's delicate ecosystems.

1. **Circular Resource Management:** Transform waste into resources through composting, biochar production, and upcycling.
2. **Cultural Reverence:** Preserve Gurung and Tamang culinary traditions while innovating sustainably.
3. **Community Empowerment:** Prioritize hyper-local sourcing and equitable partnerships with Haibung farmers.
4. **Non-Toxic Operations:** Eliminate synthetic chemicals in favor of traditional herbal solutions.

Core Commitments

1. Zero-Waste Food Preparation

Waste is a failure of imagination. Inspired by Tamang thrift traditions, our "Root-to-Stem" philosophy ensures 100% of organic waste is composted or repurposed. A 2023 audit revealed that potato peels discarded during meal prep could nourish livestock—now, they're diverted to Haibung's free-range pig cooperative, reducing feed costs by 18%.

Implementation:

- **Composting:** Daily food scraps processed in vermicompost pits, yielding 500kg/month of fertilizer for the organic farm.
- **Animal Feed Integration:** Stale bread, vegetable trimmings, and eggshells donated to Haibung's poultry farmers.
- **Solar Dehydration:** Excess produce preserved via solar dryers for off-season use, cutting food waste by 30%.

2. Non-Toxic Cleaning & Hygiene

Himalayan ecosystems deserve protection from chemical harm. Replacing chlorine bleach with neem-based disinfectants (sourced from Haibung's Women Herbal Collective) eliminated toxic runoff into the Melamchi River, while turmeric paste became our stainless-steel polish of choice.

Protocols:

- **Plant-Based Sanitizers:** Lemongrass-infused cleaners for surfaces; cinnamon oil for pest deterrence.
- **Reusable Microfiber Cloths:** Washed in solar-heated water, replacing disposable wipes.
- **Staff Hygiene:** Uniforms crafted from organic cotton dyed with walnut husks by Tamang artisans.

3. Hyper-Local Sourcing

Short supply chains nourish communities and slash carbon footprints. Our partnership with Haibung's growers for example are now featured in 80% of menus.

Standards:

- **90% Local Procurement:** Vegetables, fruits, meats and dairy sourced within 15km (verified via blockchain traceability).
- **Zero Single-Use Plastics:** Ingredients delivered in bamboo crates or jute sacks from the Haibung Packaging Collective.
- **Fair Pricing:** Farmers paid 25% above market rates, as negotiated by the Haibung Agriculture Guild.

4. Energy-Efficient Cooking

Clean energy preserves Himalayan air quality. After retrofitting gas banks into our kitchen operations, LPG consumption dropped by 20%, while electric water heaters cut LPG use.

Systems:

- **Biogas Integration:** Food waste converted to manure for via ENPHO-designed digesters.
- **Induction Cooktops:** Reserved for peak hours to optimize electric energy use.
- **Insulated Cookware:** Cast-iron pots retain heat, reducing cooking time by 15%.

5. Cultural & Ecological Discipline

Kitchens are classrooms for sustainability. Guests joining our *Momo-Making Rituals* learn to knead dough with Shivapuri spring water while hearing tales of Gurung harvest festivals—blending culinary art with cultural preservation.

Practices:

- **Sacred Ingredient Protocols:** Foraged herbs like *jatamansi* (spikenard) harvested only after Dhami (healer) blessings.
- **Silent Hours:** No blenders or grinders used during dawn/dusk to protect wildlife acoustic habitats.
- **Zero Food Waste Policy:** Excess inventory is creatively utilized for jam making and pickle making.

Monitoring & Accountability

Metric	Target (2026)	Why It Matters
Organic Waste Diversion	100%	Closes the loop between farm and kitchen.
Local Procurement Rate	≥90%	Strengthens community food sovereignty.
Energy Consumption	≤0.8 kWh/meal	Reduces reliance on fossil fuels.

Audits:

- Monthly waste audits by the Sustainability Director.
- Annual carbon footprint assessments by Travelife-certified experts.

Innovation & Partnerships

- **Mycelium Packaging Pilot:** Collaborate with Kathmandu University to replace plastic wrap with mushroom-based materials.

- **Haibung Spice Revival:** Partner with elders to cultivate nearly extinct *timur* (Szechuan pepper) varieties.

Compliance & Governance

- **Penalties:** Fines up to 10,000 NPR for single-use plastic use or synthetic chemical violations.
- **Vendor Standards:** Contracts terminated if suppliers fail to meet organic certification criteria.

6. Traditional Beverage Production

Honoring ancestral techniques while closing resource loops epitomizes our circular ethos. Our *Rakshi* distillation revives Tamang heritage and transforms surplus farm produce into cultural ambrosia. By repurposing paper waste as fuel, we reduce landfill dependence and enrich soil health—proving sustainability and tradition are inseparable.

Implementation:

- **Zero-Waste Distillation:**
 - **Process:** Fermented millet/fruit mixtures heated in copper vessels cooled by Shivapuri spring water. Condensed vapors yield alcohol, while residues become livestock feed.
 - **Energy Efficiency:** NGO-approved stoves burn shredded resort paper waste (e.g., guest memos, discarded lokta paper), diverting 95% of paper from landfills.
 - **Ash Recycling:** Residual ashes mixed into compost to boost soil alkalinity for organic radish and mustard crops.
- **Cultural Compliance:**
 - **Government Alignment:** Adhere to Nepal's small-scale distillation laws (Local Governance Act, 2074 BS), ensuring quality and ethical production.

- **Elder Collaboration:** Gurung *Dhami* (healers) bless each batch, infusing spiritual reverence into the process.

7. Sustainable Menu Design

Every dish tells a story of ecological and cultural stewardship. Our menu is a living manifesto—90% hyper-local, 100% preservative-free, and rooted in Haibung’s agrarian rhythms. When guests savor *Gundruk Soup* made from winter greens, they taste millennia of Himalayan resilience.

Implementation:

- **Seasonal & Local Focus:**
 - **Farm-to-Table:** 80% of ingredients sourced from Prakriti’s organic farm or Haibung’s heirloom growers (e.g., finger millet, *timur* pepper).
 - **Low Food Mileage:** Menu items like *Shivapuri Trout* are sourced within 5km, reducing transport emissions by 70% compared to imported proteins.
- **Zero-Waste Philosophy:**
 - **Root-to-Stem Cooking:** Carrot tops become pesto; fish bones enrich broth.
 - **Compostable Packaging:** *Rakshi* served in handmade clay cups from the Haibung Pottery Collective.
- **Cultural Storytelling:**
 - **Recipe Revival:** Dishes like *Bhatmas Sadeko* (marinated soybeans) feature oral histories from Tamang elders during cooking workshops.
 - **Ethical Sourcing:** Avoid endangered species (e.g., Himalayan yarsagumba) per IUCN guidelines.

Energy Efficiency & Gas Use Minimization

Reducing fossil fuel dependence safeguards Shivapuri's air quality and aligns with our net-zero pledge. By optimizing gas use, we lower emissions *and* support Haibung's economy—fewer cylinders transported from Kathmandu mean fewer trucks eroding mountain trails.

Implementation:

Gas Bank Management

- **Smart Scheduling:** Gas banks activated only during peak occupancy (Friday-Sunday) or for large events. Thermally insulated *matka* (clay pots) retain heat for slow-cooked dishes on weekdays.
- **Cylinder Efficiency:** Double-nozzle systems extract residual gas from "empty" cylinders, recovering 15% wasted fuel.

Renewable Energy Integration

- **Induction Prioritization:** Boiling water, milk, and tea exclusively use solar-powered induction plates, cutting gas demand by 40%.
- **Biogas Backup:** Food waste-derived biogas supplements stove fuel during high-demand periods.

Operational Discipline

- **Batch Baking:** Align bread/pastry production with solar oven availability (10 AM-2 PM).
- **Flame Optimization:** Simmer lids designed by Haibung blacksmiths reduce gas use by 22%.
- **Leak Audits:** Monthly inspections by ENPHO-certified technicians ensure zero gas wastage.

5.7

Sustainable Building Design and Infrastructure

We integrate sustainability into our physical infrastructure by employing eco-friendly building practices and materials.

- Our design philosophy emphasizes energy efficiency, the use of locally sourced and recycled materials, and the minimization of environmental impact during construction and renovation.
- Green building certifications and ongoing performance assessments ensure that our facilities continue to meet the highest standards of sustainable design.

Transportation and Mobility Solutions

Prakriti Resort & Organic Farm is committed to reducing transportation-related emissions by encouraging sustainable mobility.

- We promote the use of electric and hybrid vehicles, provide charging stations, and offer incentives for carpooling and the use of public transportation.
- Our internal operations include optimized logistics and sustainable travel options for staff and guests alike.

Food and Beverage Sustainability

Sustainable practices in food and beverage operations are critical to our mission.

- **Local and Organic Sourcing:**
We source ingredients locally and prioritize organic and sustainably produced foods. Our procurement policies emphasize seasonal availability and minimal processing,

supporting both environmental sustainability and local economies.

- **Waste Reduction in F&B Operations:**
Through careful menu planning, portion control, and the adoption of composting and recycling programs, we strive to minimize food waste. Continuous staff training and the implementation of innovative kitchen practices help to further reduce waste and optimize resource use.

5.8

Lost Property Management Protocol

1. Purpose

To ethically manage lost items while ensuring guest privacy, transparency, and alignment with Nepal's Consumer Protection Regulations (2074 BS).

2. Procedures

2.1 Discovery and Logging

- **Immediate Reporting:** Staff log items in the *Digital Lost Property Registry* within 1 hour of discovery.
- **Photographic Evidence:** Capture item photos with timestamped metadata for accountability.

2.2 Storage

- **Biometric Lockers:** Valuables (e.g., electronics, jewelry) stored in a secure vault for 30 days.
- **Perishables:** Organic items (e.g., food, flowers) composted within 24 hours.

2.3 Notification

- **Guest Alerts:** Automated SMS/email notifications sent within 2 hours, linking to the resort's secure portal.

- **Unclaimed Items:** Donated after 30 days to the *Haibung Community Mutual Aid Fund* (clothing, books) or recycled (electronics).
-

3. Ethical Standards

- **No Personal Use:** Staff prohibited from keeping or using found items.
 - **Transparency Reports:** Quarterly disclosures on donations/recycling rates reviewed by the Haibung Committee.
-

4. Compliance

- **KPI:** 95% guest satisfaction with lost item resolution (biannual surveys).
-

5.9

Deep Cleaning Checklist

1. Frequency

- **Monthly:** Guest rooms, solar panels, and communal areas.
- **Quarterly:** Gutters, water tanks, and HVAC systems.

2. Task Specifications

2.1 Guest Rooms

- **Mattress Care:** Vacuumed with HEPA filters; treated with neem oil for pest prevention.
- **Air Quality:** Ventilation ducts cleaned using biodegradable solvents.

2.2 Communal Areas

- **Solar Panels:** Washed with rainwater and soft bristle brushes to maintain efficiency.
- **Constructed Wetlands:** Sediment removal and replanting of native *jatamansi* reeds.

2.3 Waste Management

- **Composting:** Organic debris from balconies/gardens added to vermicompost units.

- **Recycling:** E-waste (e.g., lightbulbs) sent to Kathmandu's certified recycling hub.
-

3. Sustainability Integration

- **Repairs:** Use reclaimed timber or bamboo for furniture fixes; 10% budget allocated to Haibung carpentry trainees.
 - **Non-Toxic Agents:** Steam cleaning only; chemical-free descaling of bathrooms.
-

4. Verification

- **Checklist Sign-Off:** Supervisor and staff member initial each task.
- **KPI:** 90% reduction in mold/mildew incidents by 2026.

Section Six

Monitoring, Reporting, and Continuous Improvement

Prakriti Resort & Organic Farm tracks sustainability with clear KPIs, robust data systems, and regular internal and third-party audits (including Travelife Certification) to ensure compliance and drive continuous improvement. Stakeholder feedback refines our strategies in real time. Staff training and internal communications keep everyone aligned, while external reports and guest programs (farm tours, workshops, volunteer projects) showcase our progress. A detailed action plan with defined roles, timelines, and scheduled reviews ensures transparency and adaptation to best practices.

Monitoring, Reporting, and Continuous Improvement

At Prakriti Resort & Organic Farm, we rigorously monitor our sustainability performance using clearly defined KPIs and robust data collection systems that provide actionable insights communicated through comprehensive reports. Regular internal and external audits ensure compliance with industry standards and Travelife Certification requirements, while continuous improvement actions and proactive stakeholder feedback enable us to refine our strategies in real time.

Key Performance Indicators (KPIs) and Metrics

We have established clear, measurable KPIs that track our sustainability performance across all operational areas. These metrics are reviewed regularly to ensure that we are meeting our targets and continuously advancing our sustainability agenda.

Data Collection, Analysis, and Reporting Processes

Our robust data collection systems gather relevant environmental, social, and operational data. This data is systematically analyzed to provide actionable insights, and our findings are communicated to stakeholders through transparent, comprehensive sustainability reports.

Internal and External Audit Procedures

Regular audits—both internal and by independent third parties—ensure that our practices remain in line with established standards and certification requirements. Audit

findings are used to refine our strategies and to bolster our commitment to continuous improvement.

Certification Maintenance and Improvement Actions

We maintain our adherence to industry certifications, including the stringent requirements of Travelife Certification, by continuously reviewing and enhancing our practices. Improvement actions are integrated into our operational planning to ensure that our certification standards evolve with emerging best practices.

Feedback Mechanisms and Stakeholder Reviews

We value input from all our stakeholders and have established multiple channels for receiving feedback. Regular stakeholder reviews and surveys help us to identify areas for improvement and to refine our sustainability strategies in real time.

Staff Training and Capacity Building Programs

We invest in comprehensive training programs that equip our employees with the knowledge and skills required to implement and champion our sustainability initiatives. Regular workshops, seminars, and certification courses ensure ongoing professional development.

Internal Communication Strategies

Effective internal communication is crucial to our sustainability agenda. We maintain regular briefings, newsletters, and intranet updates that keep all staff informed about our progress, new initiatives, and opportunities for involvement.

External Communication and Marketing of Sustainability Efforts

We transparently communicate our sustainability commitments and achievements through a variety of channels, including our website, social media platforms, press releases, and public sustainability reports. This proactive approach not only informs our guests and partners but also enhances our reputation as a leader in sustainable tourism and organic agriculture.

Guest and Visitor Engagement Programs

Our resort offers interactive programs designed to engage guests in our sustainability journey. These include guided tours of our organic farm, sustainability workshops, cultural immersion experiences, and volunteer opportunities that allow guests to contribute directly to community and environmental projects.

Action Plan and Timeline for Implementation

A detailed action plan outlines specific initiatives, responsible parties, and deadlines for the implementation of our sustainability policies. This roadmap ensures that our goals are met in a timely and systematic manner.

Roles and Responsibilities in Policy Execution

Clear roles and responsibilities are defined for all levels of our organization. From executive leadership to departmental teams, every member is accountable for contributing to our sustainability objectives. Cross-

functional teams facilitate the coordination and execution of initiatives.

Regular Policy Review and Update Procedures

We conduct periodic reviews of our sustainability policies to ensure they remain relevant and effective. Scheduled audits, stakeholder feedback, and emerging industry best practices inform our continuous update process, allowing us to adapt and improve over time.

Documentation and Record-Keeping Requirements

Meticulous documentation and record-keeping underpin our commitment to transparency and accountability. All sustainability-related data, reports, and audit findings are systematically recorded and maintained for internal review and external certification processes.

BOARD OF DIRECTORS' RATIFICATION

Prakriti Resort & Organic Farm Sustainability Policy

We, the undersigned members of the Board of Directors of Prakriti Resort & Organic Farm (P) Ltd., hereby formally ratify this Sustainability Policy, affirming its alignment with our mission of sustainable tourism, ethical employment practices, and stewardship of the Shivapuri National Park ecosystem.

Approved and Ratified by:

A collection of handwritten signatures in black ink, arranged in a circular pattern. The signatures are written in a cursive, Nepali script. Some signatures are more legible than others, but they all appear to be official approvals.

Date of Ratification: 27/03/2025

Location: Prakriti Resort & Organic Farm, Haibung-3,
Sindhupalchowk, Nepal

Note:

- This policy shall take effect immediately upon ratification.
- Annual reviews will be conducted with the Board to ensure alignment with evolving sustainability goals and legal frameworks.
- Amendments require majority approval by the Board and consultation with the Haibung Environment & Tourism Development Committee.