

PRAKRITI RESORT & ORGANIC FARM

Sustainability Policy → Regenerative Hospitality Policy Transition

Protecting Place • Restoring Nature • Strengthening Community • Enriching Culture • Advancing Wellbeing

1. DOCUMENT CONTROL

Document Information	Details
Document Title	Sustainability Policy → Regenerative Hospitality Policy Transition
Purpose	Framework for upgrading the existing Sustainability Policy toward a regenerative hospitality model
Certification Alignment	Regenera Luxury Gold
Document Status	Working Framework
Document Owner	Management / Regeneration Lead
Approval Authority	Managing Director / Board
Reviewed on	September 2026
Next Review	At least annually or following significant changes

2. POLICY STATEMENT

Prakriti Resort & Organic Farm recognises that hospitality has a responsibility not only to minimise environmental and social harm, but also to contribute positively to the ecological, cultural, social and economic wellbeing of the place in which it operates.

Prakriti therefore adopts a regenerative hospitality approach that seeks to move beyond conventional sustainability by protecting and restoring natural ecosystems, strengthening local livelihoods, respecting and revitalising cultural heritage, promoting human wellbeing, building economic resilience and creating meaningful positive value for present and future generations.

Our regenerative approach is rooted in the unique ecological and cultural context of Haibung and the wider Shivapuri–Nagarjun landscape. We recognise the interdependence between the Resort, its organic farm, surrounding forests and watershed, local communities, cultural traditions, employees, guests, suppliers and the wider bioregion.

Prakriti is committed to continuously improving its performance and progressively increasing its positive contribution to place through responsible management, measurable objectives, stakeholder participation, regenerative investment, transparent reporting and evidence-based decision-making.

Regeneration shall therefore be integrated into the planning, governance, investment, procurement, development and day-to-day operations of Prakriti Resort & Organic Farm and shall be reflected in the way we engage with our employees, guests, local communities, suppliers, partners and the natural environment.

The Resort will maintain and strengthen its existing sustainability commitments while progressively transitioning toward a regenerative model in which our operations seek to leave the land, communities, culture and people connected to Prakriti in a stronger and healthier condition than before.

In order to achieve desired outcome, Prakriti Resort will function and operate by establishing the Sustainable and Regenerative Management Committee with the following names for specific focus area. Each person has been selected to represent their respective department under the leadership of Managing Director but will also work autonomously with joint co-ordination and meetings. The names are as follows:

Names :

- 1- Aakash Shilpakar - Regenerative Coordinator
- 2- Prem Giri - Operation lead
- 3- Krishna Shivabhakti - Farm lead
- 4- Debendra Thakur - Store , procurement , HR assist.
- 5- Nirmla Gurung - HK lead
- 6- Kumar Gurung - kitchen lead
- 7- Sailendra Gurung - dining hall lead
- 8- Raju Gurung - Engineering lead
- 9- Sambridhi Sunwar - HR - Impact Analytic
- 10- Ujjwol Bhujel - Reservation & Sales lead .
- 11- Rajendra Tamang - procurement and liaison lead

3. PROPOSED CLAUSE 1.1 — REGENERATIVE PURPOSE

1.1 Regenerative Purpose

Prakriti Resort & Organic Farm exists within a living ecological, cultural and community landscape. Our purpose is therefore to operate as a responsible steward of this place and to use hospitality, organic agriculture and community partnership as means of generating positive and lasting value.

Prakriti shall seek to:

- protect and restore the ecological integrity of its land, water, soil and biodiversity;
- strengthen organic and regenerative agriculture and contribute to healthy soils, resilient food systems and local food security;
- support the wellbeing, dignity, livelihoods and economic resilience of local communities;
- respect, protect and revitalise local cultural heritage, knowledge, traditions and living cultural practices;
- provide meaningful opportunities for employees and guests to participate in regenerative experiences and learning;
- progressively reduce greenhouse-gas emissions and resource dependency while increasing renewable and circular systems;
- strengthen resilience to climate, environmental, economic and social risks;

- contribute, where appropriate and in partnership with relevant stakeholders, to regeneration beyond the immediate operational boundary of the Resort; and
- measure, review and communicate progress through defined objectives, indicators, evidence and continuous improvement.

4. PROPOSED CLAUSE 1.2 — REGENERATIVE CONNECTION WITH PLACE

1.2 Regenerative Connection with Place

Prakriti recognises that its ecological, social, cultural and economic wellbeing is inseparable from the wellbeing of the Haibung landscape and the wider Shivapuri–Nagarjun bioregion.

The Resort shall manage its operations with respect for the ecological sensitivity, watershed functions, biodiversity, agricultural systems, cultural heritage and community relationships of the area.

Prakriti shall:

- recognise the natural and cultural characteristics of Haibung as a fundamental part of its identity and operating context;
- protect the ecological functions of land, forests, water sources, soil and habitats associated with the Resort;
- respect the rights, traditions, knowledge and legitimate interests of neighbouring communities and relevant custodians;
- seek opportunities to strengthen ecological connectivity and landscape resilience;
- support locally appropriate conservation, agricultural, cultural and community initiatives through partnerships;
- ensure that tourism activities do not undermine the cultural integrity, ecological health or community wellbeing of the destination; and
- periodically review the Resort's impacts and positive contributions through stakeholder feedback, environmental monitoring, regenerative performance indicators and management review.

5. PROPOSED CLAUSE 1.3 — REGENERATIVE DECISION-MAKING

1.3 Regenerative Decision-Making

Prakriti shall progressively integrate regenerative principles into strategic, operational and investment decisions.

Where material decisions may affect the environment, local community, cultural heritage, employee wellbeing, guest experience or long-term economic resilience, management shall consider:

- potential negative impacts;
- opportunities to avoid, minimise and restore those impacts;

- opportunities to create positive ecological, social, cultural or economic outcomes;
- implications for local stakeholders and future generations;
- opportunities to strengthen resilience and resource efficiency;
- alignment with Prakriti's Regeneration Strategy and Annual Regeneration Plan; and
- available evidence, performance data and relevant stakeholder input.

Major regenerative commitments and investments shall be subject to appropriate management or Board oversight and shall be documented through the Resort's established governance and decision-making processes.

6. PROPOSED CLAUSE 1.4 — REGENERATIVE MANAGEMENT SYSTEM

1.4 Regenerative Management System

Prakriti shall maintain a documented regenerative management system appropriate to the scale, nature and context of the Resort.

The system shall integrate, as applicable:

- regenerative purpose and leadership;
- environmental stewardship and ecosystem regeneration;
- climate and carbon management;
- water stewardship;
- biodiversity conservation and restoration;
- circular resource management;
- regenerative and organic agriculture;
- ethical and responsible procurement;
- local economic regeneration;
- fair and ethical employment;
- human rights and stakeholder wellbeing;
- cultural heritage protection and revitalisation;
- guest participation and regenerative experiences;
- regenerative construction and infrastructure;
- risk, resilience and crisis management;
- monitoring, measurement and reporting; and
- continuous improvement.

The system shall be implemented through appropriate policies, plans, responsibilities, budgets, performance indicators, records and management reviews.

7. PROPOSED CLAUSE 1.5 — SCOPE

1.5 Scope

This Policy applies to all activities, facilities, programmes and decisions under the operational or management control of Prakriti Resort & Organic Farm Pvt. Ltd.

It applies to:

- the Board and senior management;
- all employees, seasonal workers, interns and volunteers;
- guests and visitors;
- the organic farm and associated agricultural activities;
- contractors and service providers;
- suppliers and procurement partners;
- community and institutional partners;
- construction, maintenance and development activities; and
- regenerative projects and initiatives undertaken by Prakriti beyond its immediate operational boundary where the Resort has a formal role or partnership.

Where activities are outside Prakriti's direct control, the Resort shall seek to influence responsible and regenerative practices through contractual requirements, procurement standards, partnerships, communication, engagement and collaboration.

8. PROPOSED CLAUSE 1.6 — GOVERNANCE & ACCOUNTABILITY

1.6 Governance and Accountability

The Board of Directors and Managing Director shall provide leadership and oversight for Prakriti's regenerative transition.

Management shall ensure that the commitments of this Policy are translated into appropriate strategies, annual plans, budgets, responsibilities and performance indicators.

A designated person or function shall coordinate implementation and maintain appropriate records of regenerative performance.

Progress shall be reviewed periodically by management and, where appropriate, reported to the Board.

Regenerative performance shall be considered alongside operational, financial, quality, risk and stakeholder considerations in relevant management reviews and business planning processes.

9. PROPOSED CLAUSE 1.7 — EDUCATIONAL INSTITUTIONALISATION

1.7 Educational Institutionalisation

Prakriti recognises education, knowledge exchange and experiential learning as important means of strengthening regenerative hospitality and extending its positive contribution to society. The Resort shall progressively institutionalise educational and learning opportunities through its operations, farm, landscape and regenerative initiatives.

Prakriti shall, where appropriate:

- provide educational presentations and learning sessions on the Resort's sustainability, regenerative hospitality, organic agriculture, biodiversity, culture and related initiatives;
- provide research, internship and practical learning opportunities for students, researchers and other relevant institutions or individuals, subject to appropriate arrangements and operational capacity;
- facilitate experiential visits and learning experiences for guests, students, researchers, educators, policy makers and other relevant stakeholders;
- share relevant knowledge, practices, observations and lessons learned from Prakriti's initiatives to encourage wider learning and positive action; and
- develop and maintain appropriate records of educational, research, internship and experiential learning activities as evidence of implementation and impact.

Educational activities shall be designed to be responsible, safe, inclusive, culturally respectful and appropriate to the ecological and operational context of Prakriti.

10. PROPOSED CLAUSE 1.8 — PARTNERSHIPS & COLLABORATION

1.8 Partnerships and Collaboration

Prakriti recognises that meaningful regeneration cannot be achieved in isolation. The Resort shall therefore build and maintain responsible partnerships with local stakeholders and institutions that contribute to the ecological, social, cultural and economic wellbeing of Haibung and the wider Shivapuri–Nagarjun landscape.

Prakriti shall seek to develop appropriate partnerships and collaboration with, including but not limited to:

- local communities and community-based organizations;
- local farmers, producers and agricultural groups;
- women's cooperatives and other local livelihood and community groups;
- academic institutions, schools, researchers and educational organizations;
- relevant conservation and community institutions associated with the Shivapuri–Nagarjun landscape and its buffer zone;
- Shivapuri–Nagarjun National Park, its rangers and relevant conservation personnel;
- Nepal Army and other relevant authorities or institutions supporting conservation and protection of the national park; and
- other local, regional or national stakeholders whose knowledge, resources or collaboration can contribute to Prakriti's regenerative objectives.

Such partnerships shall aim to:

- strengthen local livelihoods, knowledge exchange and community resilience;
- support conservation, restoration, biodiversity protection and landscape resilience;
- promote local and responsible agricultural and procurement systems;
- create opportunities for education, research, experiential learning and innovation;
- support cultural heritage, local knowledge and community-led initiatives; and
- enable coordinated responses to shared environmental, social and economic challenges.

Partnerships shall be developed on the basis of mutual respect, clear roles, transparency, appropriate safeguards and shared objectives. Where relevant, Prakriti shall document

significant partnerships, activities and outcomes as part of its regenerative management and evidence system.

11. PROPOSED CLAUSE 1.9 — Wellness and Regenerative Experiences

1.9 Guest Wellbeing and Regenerative Experiences

Prakriti recognises guest wellbeing as an important dimension of regenerative hospitality. We aim to create an environment in which guests can rest, reconnect with nature, experience local culture and support their physical, mental and emotional wellbeing.

Where appropriate and responsibly managed, Prakriti shall provide or facilitate:

- A pristine, peaceful and naturally quiet environment that allows guests to disconnect from urban noise and reconnect with nature.
- Regenerative nature-based activities designed around the Resort's landscape and carrying capacity.
- Organic farm-to-table food and healthy, authentic local cuisine.
- Herbal teas and locally sourced natural beverages.
- Access to the Resort's protected natural spring water and naturally occurring mineral-rich water, subject to appropriate water-quality monitoring and applicable requirements.
- Yoga and meditation classes.
- Sound healing and other appropriate contemplative wellbeing activities.
- Access to Ayurvedic treatments and wellbeing practices, where suitably qualified practitioners and appropriate standards are available.
- Packages and experiences that encourage respectful visits to nearby cultural and spiritual sites, supporting local heritage and communities.
- Guided or self-guided opportunities to experience surrounding natural places, including forests, rivers, lakes and other landscapes.
- Nature walks and forest walks designed to encourage mindful connection with the landscape.
- Stargazing opportunities, taking advantage of the Resort's natural setting and relatively low-light environment.
- Barefoot walking and grounding experiences in appropriate natural areas, presented as a nature-connection and mindful wellbeing activity. Any health-related benefits will be communicated responsibly and without unsupported medical claims.
- Opportunities for guests to slow down, spend time outdoors, experience silence and develop a deeper appreciation of the natural environment.

Guest wellbeing experiences will be designed to be low-impact, culturally respectful, safe, inclusive and appropriate to the local environment. The Resort will avoid presenting wellness activities as medical treatment unless delivered by appropriately qualified professionals and within applicable requirements.

12. PROPOSED CLAUSE 1.10 -REVIEW & CONTINUOUS IMPROVEMENT

1.10 Policy Review and Continuous Improvement

This Policy shall be reviewed at least annually and formally revised when significant changes occur in Prakriti's operations, regulatory requirements, regenerative strategy, material risks, stakeholder expectations or applicable certification standards.

The review shall consider:

- progress against regenerative objectives and KPIs;
- environmental and social performance data;
- implementation of the Annual Regeneration Plan;
- findings from audits, assessments and certification processes;
- stakeholder feedback and grievances;
- emerging environmental, climate, social and economic risks;
- lessons learned from regenerative projects and partnerships; and
- relevant developments in recognised sustainability and regenerative hospitality standards.

Policy revisions shall be approved through the Resort's established governance process and communicated to relevant stakeholders.

13. COMMITMENT VERIFICATION CONTROL

Existing commitments was reviewed before being carried forward into the upgraded policy.

Particular attention is given to ambitious numerical, financial and time-bound commitments.

Each commitment should be classified as follows:

Classification	Definition
A — Achieved	Currently achieved and supported by evidence
B — Being Implemented	Implementation is underway and evidence exists
C — Approved / Planned	Formally approved or included in an approved plan
D — Aspirational	Future ambition without sufficient current approval or implementation evidence
E — Unsupported / Amend	Not currently supported, unrealistic, obsolete or requiring revision

14. SEGMENT 1 — AMENDMENT SUMMARY

Policy Element	Treatment	Recommended Action
Policy Title	Change	Adopt Regenerative Hospitality & Sustainability Policy
Policy Statement	Replace	Establish clear regenerative commitment

1.1 Regenerative Purpose	Add	Define purpose and positive contribution
1.2 Regenerative Connection with Place	Add	Formalise Haibung and bioregional connection
1.3 Regenerative Decision-Making	Add	Link regeneration to management and investment decisions
1.4 Regenerative Management System	Add	Establish system-level structure
1.5 Scope	Amend	Clarify operational and stakeholder scope
1.6 Governance & Accountability	Add / Strengthen	Define Board and management responsibilities
1.7 Educational Institutionalisation	Add / Strengthen	Prepare Guidelines and Support documents for different types of institutions.
1.8 Partnerships and Collaboration	Add / Strengthen	Organise Community level meetings, collaboration and support system, guidelines, seminars and training programs
1.9 Guest Wellbeing and Regenerative Experiences	Add / Strengthen	Improves storytelling, prepare regenerative packages and experiences linking to KPIs
1.10 Review & Continuous Improvement	Amend	Link review to KPIs, risks, audits and stakeholder feedback

15. SEGMENT ROADMAP

The policy upgrade should proceed through the following development sequence:

Segment	Focus	Status
1	Foundation & Regenerative Identity	Framework developed
2	Governance, Leadership, Stakeholder Co-Governance & Ethical/Human Rights	In Progress
3	Regenerative Connection with Land, Water & Biodiversity	In Progress
4	Climate, Energy, Carbon & Circularity	In Progress
5	Regenerative Operations	Planned
6	Regenerative Construction & Infrastructure	Planned
7	Wellness & Human Regeneration	In Progress
8	Local Economic Regeneration	Planned
9	Cultural Heritage & Living Culture	Planned
10	Guest Participation & Regenerative Experiences	In Progress
11	Measurement, KPI, Reporting & Evidence	In Progress
12	Final Policy Amendment Register	Final consolidation

16. APPROVAL

Role	Name	Signature	Date
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Managing Director	Area Director		15 th Sep 2024
Regeneration Lead / Coordinator	Fieldwork Coordinator		15 th Sep 2024


Project Lead