



Nepal MTB Adventures Pvt. Ltd.

Lakeside -6, Pokhara, Nepal Phone No.: +977-61-456224

Mobile no.: 977-9804134788

E-mail: pokharamtbadventure@gmail.com, pokharamtbcenter@gmail.com

Website: www.nepalmountainbike.com

Nepal MTB Adventures Sustainability Policy

Company: Nepal MTB Adventures Pvt. Ltd.

Document Title: Sustainability Policy

Effective Date: 1 August 2026

Approved By: Managing Director

Review Period: Annual Review

1. Sustainability Commitment

Nepal MTB Adventures Pvt. Ltd. is committed to operating as a responsible tourism company by integrating environmental protection, social responsibility, ethical business practices, and sustainable tourism principles into its operations.

As a mountain biking adventure company, we recognize our responsibility to protect Nepal's natural environment, respect local communities, support employees, and encourage responsible behaviour among guests, suppliers, and partners.

The company is committed to continuous improvement of its sustainability performance and aligns its practices with responsible tourism principles and relevant sustainability standards, including Travelife requirements.

2. Environmental Responsibility

Nepal MTB Adventures recognizes the importance of protecting Nepal's natural landscapes, trails, biodiversity, and local ecosystems. The company aims to minimize negative environmental impacts associated with its operations and promote responsible travel practices.

The company is committed to:

- Reducing waste generation and promoting responsible consumption.
- Minimizing the use of disposable and single-use products.
- Encouraging reuse, repurposing, recycling, and responsible disposal practices.
- Promoting sustainable resource use among employees, guides, suppliers, and guests.
- Respecting natural areas and encouraging responsible trail use.
- Supporting wildlife protection and biodiversity conservation.

The company encourages employees and guides to identify opportunities for reducing environmental impacts during office activities and mountain biking operations.

3. Reduction of Disposable and Consumable Goods

Nepal MTB Adventures is committed to reducing unnecessary consumption of disposable and single-use products by promoting the principles of:

- Refuse
- Reduce
- Reuse
- Repurpose
- Recycle

The company aims to reduce paper consumption by introducing digital alternatives such as electronic invoices and booking forms.

The company also aims to reduce single-use plastic waste during tours by promoting reusable alternatives and encouraging responsible behaviour among guests and team members.

Employees and guides are encouraged to reduce wastage, avoid unnecessary consumption, and support recycling initiatives.

The company's sustainability targets include:

- Reducing paper consumption by 50%.
 - Reducing single-use plastic bottle usage by 80%.
 - Improving recycling practices in office and workshop areas.
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4. Sustainable Purchasing Policy

Nepal MTB Adventures is committed to responsible purchasing practices by considering environmental, social, and economic factors when selecting products, materials, and suppliers.

The company gives preference to:

- Environmentally friendly products and materials where available.
- Products with recognized sustainability certifications, labels, or proven sustainable qualities where suitable.
- Locally produced products and services that support local communities.
- Suppliers that demonstrate responsible environmental and social practices.
- Durable, reusable, repairable, and lower-impact products.
- Products with reduced packaging.
- Products purchased in larger quantities/bulk packaging where practical

When selecting suppliers, Nepal MTB Adventures considers factors including:

- Product quality and suitability.
- Environmental impact.
- Social responsibility.
- Compliance with applicable labour and environmental regulations.
- Availability and affordability.
- Packaging type and quantity, including opportunities for bulk, refillable, reusable, recyclable or returnable packaging.

The company recognizes that sustainable alternatives may not always be available or practical due to cost, quality, availability, or operational requirements. Where sustainable options are unavailable, the company considers the most responsible alternative available.

Sustainable purchasing objectives include:

- Achieving 70% sustainable office products.
 - Increasing purchases from local suppliers to 80%.
 - Encouraging suppliers to provide sustainability commitments.
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5. Waste Management and Recycling

Nepal MTB Adventures is committed to improving waste management practices by reducing waste generation and increasing responsible disposal.

The company plans to:

- Install recycling bins in office and workshop areas.
 - Encourage waste separation and recycling.
 - Reduce unnecessary packaging.
 - Promote responsible waste practices among employees and stakeholders.
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6. Energy and Water Conservation

Nepal MTB Adventures aims to reduce energy and water consumption through practical operational improvements.

The company plans to:

- Replace office lighting with energy-efficient LED bulbs.
- Install water-saving devices where possible.
- Monitor resource use and identify opportunities for improvement.

Targets include:

- Achieving 100% LED lighting in office areas.
 - Reducing water consumption by 15%.
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7. Sustainable Transportation and Carbon Awareness

Nepal MTB Adventures promotes low-impact travel and encourages responsible transportation choices.

The company aims to:

- Promote low-carbon transportation options where possible.
- Encourage employees and guides to reduce unnecessary travel and use sustainable modes of transportation for commuting and work-related travel where practical and safe.
- Encourage employees and guides to use bicycles or mountain bikes for commuting where practical and safe.
- Encourage the use of walking, public and shared transportation as sustainable alternatives where appropriate.
- Encourage guests to follow responsible travel practices.
- Increase awareness of environmental impacts related to transportation.
- For business travel, select transportation options based on operational requirements, safety, availability and practicality, while giving preference to lower-impact options where feasible.

Transportation Provider Requirements: Nepal MTB Adventures will select transportation providers that comply with applicable Nepalese vehicle registration, safety, insurance and pollution-testing requirements. Where practical, relevant documentation may be requested from transportation suppliers.

Staff commuting support: The company does not currently provide a specific financial reimbursement or travel allowance for home-to-work commuting.

8. Employee Responsibility and Social Sustainability

Nepal MTB Adventures recognizes employees and guides as essential contributors to responsible tourism.

The company is committed to:

- Providing a fair, respectful, safe, and inclusive workplace.
- Respecting employee rights and freedom of association.
- Preventing discrimination, harassment, and unfair treatment.
- Supporting employee training and professional development.
- Promoting local employment opportunities.

Employee-related practices are managed according to the company's Human Resources Policy.

9. Training and Sustainability Awareness

Nepal MTB Adventures supports continuous learning and professional development.

Training opportunities may include:

- Mountain biking skills and guiding techniques.
- Safety and risk management.
- First aid.
- Customer service.
- Sustainable tourism practices.
- Environmental protection.
- Travelife sustainability requirements.

The company encourages employees and guides to improve their skills and contribute to responsible travel experiences.

Employees and guides are informed of the relevant aspects of the company's Sustainability Policy and are expected to apply these principles in their work and tour operations.

Guides assigned to sensitive cultural, heritage or ecological destinations are selected based on relevant experience, skills and required licences or certifications, and are briefed on applicable responsible-tourism requirements.

10. Community Support and Local Development

Nepal MTB Adventures recognizes the importance of supporting local communities and creating positive social impacts.

The company aims to:

- Prioritize local employment opportunities where possible.
- Where qualifications are equal, Nepal MTB Adventures gives preference to local tour leaders, guides, porters, drivers, cooks and other staff, including management positions, and provides relevant training where required.
- Support local suppliers and businesses.
- The company encourages the use of locally produced food, handicrafts, souvenirs and other locally available products through its accommodation, tour and supplier networks, where appropriate.
- Encourage community participation.
- Contribute to community initiatives.

The company plans to organize community activities, including environmental clean-up campaigns, to support local areas.

11. Responsible Guest Communication

Nepal MTB Adventures encourages guests to travel responsibly by promoting awareness of:

- Respect for local cultures and communities.
- Environmental protection.
- Wildlife protection.

- Responsible waste disposal.
- Sustainable travel behaviour.

The company highlights relevant sustainable accommodation, transportation, activities and local experiences in its tour information and customer communications where appropriate, helping guests identify and choose more responsible options. Where recognised sustainability certifications or documented sustainability practices are available, these may also be communicated to guests.

11.1 Responsible Souvenir Purchasing

Nepal MTB Adventures does not promote or encourage the purchase of souvenirs containing threatened or protected flora and fauna species, illegally obtained historical or archaeological artifacts, or other prohibited items.

Guests are encouraged to purchase legal, locally produced and responsibly sourced souvenirs and to respect applicable national and international laws, including relevant wildlife and cultural heritage protection regulations.

Guides and staff are expected to advise guests against purchasing prohibited or illegally sourced souvenirs and to report serious concerns to management where appropriate.

11.2 Protection from Exploitation and Harassment

Nepal MTB Adventures does not tolerate sexual exploitation, harassment, abuse or any form of exploitation, particularly involving children and adolescents. Guests are expected to behave responsibly and respectfully and to comply with applicable laws and child protection requirements. Guests are advised not to engage in or support activities that exploit or abuse children or vulnerable persons and are encouraged to report any suspected exploitation or inappropriate behaviour to the company or relevant authorities.

12. Wildlife and Nature Protection

Nepal MTB Adventures respects Nepal's natural environment and biodiversity.

The company encourages:

- Responsible trail use.
- Avoiding disturbance to wildlife.
- Respecting protected areas and natural habitats.
- Following responsible tourism guidelines.

Where applicable, the company supports conservation through required permits and entrance fees for protected and conservation areas and encourages guests to follow the environmental regulations of each destination.

The company plans to include wildlife protection guidance in tour briefings.

12.1 Responsible Excursions and Activities

Nepal MTB Adventures aims to improve the environmental, cultural and social sustainability of its excursions and activities. Sensitive excursions identified through the company's Environmentally and Culturally Sensitive Excursion Inventory will receive additional consideration regarding biodiversity protection, wildlife, local communities, cultural heritage, responsible trail use, waste management and guest behaviour.

The company will progressively develop and implement appropriate guidance for guides, staff, local partners and guests involved in sensitive activities and will review the excursion inventory and related practices periodically.

The company ensures that tours and activities comply with applicable local planning requirements, protected-area regulations, heritage-site rules, permits, and other relevant destination management requirements.

13. Supplier Engagement

Nepal MTB Adventures recognizes that suppliers play an important role in achieving sustainability goals.

The company aims to:

- Engage suppliers on sustainability practices.
- Encourage suppliers to follow responsible environmental and social standards.
- Maintain records of supplier sustainability commitments.

The company plans to request sustainability commitments from suppliers and monitor supplier engagement.

14. Monitoring and Continuous Improvement

Nepal MTB Adventures is committed to monitoring sustainability performance and improving its practices over time.

The company will:

- Review sustainability objectives regularly.
- Monitor progress against sustainability targets.
- Review sustainability performance annually.
- Update actions based on operational experience and improvement opportunities.

The Sustainability Action Plan supports the implementation of this policy by defining objectives, responsibilities, targets, and timelines.

15. Policy Responsibility and Review

The Managing Director is responsible for implementing and reviewing this Sustainability Policy.

The policy will be reviewed annually to ensure continued improvement and alignment with:

- Nepalese laws and regulations.
- Responsible tourism principles.
- Travelife sustainability requirements.

Approved By:

Name: Jagan Bahadur Biswakarma

Position: Managing Director

Company: Nepal MTB Adventures Pvt. Ltd.



Signature:

Updated Date: 30.08.2026