



ISO 9001:2015 certified company

## Himalayan Safety Solution Nepal Pvt. Limited

Regd.: - 185079/074/75

Vat No.: - 606765116

### Sexual Harassment and Violence Policy

Himalayan Safety Solution Nepal Pvt. Ltd. is fully committed to maintaining a **safe, respectful, and inclusive workplace** free from any form of sexual harassment or violence, in accordance with the **Constitution of Nepal** and applicable national laws.

#### Scope

This policy applies to **all employees, contractors, clients, vendors, and stakeholders** in all work-related locations and activities.

#### Key Provisions

- **Zero Tolerance:** Any act of sexual harassment or violence is strictly prohibited.
- **Reporting:** Incidents may be reported verbally or in writing to HR, Management, or the Compliance Officer.
- **Confidentiality:** All reports are handled **confidentially and sensitively**.
- **Investigation & Action:** All cases will be **impartially investigated**, and **appropriate disciplinary or legal action** will be taken in line with **Labour Act 2074 and Constitution of Nepal**, which guarantee protection, dignity, and equal treatment.
- **Protection from Retaliation:** Individuals who report in good faith will be **protected against retaliation**.

Himalayan Safety Solution is dedicated to creating and maintaining a **harassment-free, dignified and safe working environment** for everyone



**Deepak Lamichhane**  
Managing Director

**Date:** 15<sup>th</sup> august 2025

Kathmandu, Nepal



[www.himalayansafety.com.np](http://www.himalayansafety.com.np),  [himalayansafety1@gmail.com](mailto:himalayansafety1@gmail.com),  +9779851207960, +977-9801064714