



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

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