



NEBICO PRIVATE LIMITED
BISCUITS AND CONFECTIONERIES MANUFACTURER



July 1, 2023

Secretary-General
The Global Compact,
United Nations,
New York, NY 10017,
USA.

Sub: Commitment Letter on Communication of Participation.

Respected Mr. Secretary General,

I am pleased to express our commitment on “Ten Principles” of the United Nations Global Compact under the headings of Human Rights, Labor, Environment and Anticorruption. With this declaration, I would like to extend our obligations to integrate these principles and SDGs in Nebico Pvt. Ltd. (NEBICO) policy, strategy, and daily activities. The outcomes of these commitments will be reflected in our business, through employee, stakeholders and customer at large.

I understand that this is very challenging and needs a lot of efforts from my side, my Board of Directors side and NEBICO top level management side.

I, hereby, confirm our continued participation and support to the Global Compact initiatives, as NEBICO Group continues to adopt Global Compact principles deeply intertwined with its daily operations.

Thank you.

Sincerely,



Rajesh Rauniar,
Executive Director,
Nebico Private Limited.



NEBICO PRIVATE LIMITED

BISCUITS AND CONFECTIONERIES MANUFACTURER



Message from NEBICO Executive Director (ED) to Stakeholders

RE: Statement of Continued Support

July 1, 2023

To our stakeholders:



Executive Director

Nebico Pvt. Ltd has a history of responsible business conduct. We are aware that we have an obligation to carry our activities for better today and tomorrow. We have focused specifically on our stakeholders and our company considers high priorities: customer satisfaction, climate change, human rights, diversity and inclusion and talent hunt and retention etc. In this Communication on Progress (COP), we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

I am pleased to confirm that Nebico Pvt. Ltd. reaffirms its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-corruption. We have strict guidelines as well as measurement of outcomes in place. We have the pleasure and honor to confirm that Nebico Pvt. Ltd will continue its support to the principles of Global Compact with respect to all the categories indicated in the COP document. We intend to continue enforce all the above mentioned principles in our organization and put all efforts to encourage these practices within our group of companies and to advance the broader development goals of the United Nations and the Millennium Development Goals (MDGs) in particular.

We have become increasingly aware of the need to expand considering our social and environmental responsibilities and have acknowledged the need to maximize economic and other positive impacts on the communities in which we operate, respecting and, wherever possible, improving the environment. We are also proud of our continued commitment to support organizations and the communities where we live and work through our CRS activities. Our ultimate goal is to make the UNGC principles an ever more integral part of our everyday lives so as to assist us in achieving our business objectives fairly.

We shall also remain committed to the submission of our partnership with the Global Compact through the annual renewal of this Communication of Progress (COP).

Sincerely,

Rajesh Rauniar,
Executive Director,
Nebico Pvt. Ltd.





NEBICO PRIVATE LIMITED

BISCUITS AND CONFECTIONERIES MANUFACTURER



NEBICO'S COMMITMENT TO THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

Nebico Private Limited is dedicated to “Ten Principles” of UN Global Compact in the areas of Human Rights, Labor, Environment and Anti-corruption. To boost the responsible businesses, NEBICO enact to meet fundamental responsibilities at a minimum to pursue setting the stage for long-term success by incorporating these UN Global Compact Principles into its strategies, policies and procedures and establishing a culture of integrity. NEBICO corporate sustainability starts with its value system and principles-based approach to all of its business entity.

Human Rights



HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2: make sure that they are not complicit in human rights abuses.

Labor



LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4: the elimination of all forms of forced and compulsory labor;
Principle 5: the effective abolition of child labor; and
Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption



ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.






NEBICO PRIVATE LIMITED
BISCUITS AND CONFECTIONERIES MANUFACTURER




NEBICO'S COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs) OF THE UN GLOBAL COMPACT

Rooted in universal principles, Nebico Private Limited is obliged to responsible business and investment to achieving transformational change through the SDGs. For NEBICO, successful implementation of these goals aid to strengthen the enabling environment for doing business and developing markets around the world.


No Poverty

	Goal 1. End poverty in all its forms everywhere
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Zero Hunger

	Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture
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Good Health and Well-being

	Goal 3. Ensure healthy lives and promote well-being for all at all ages
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Quality Education

	Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
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Gender Equality

	Goal 5. Achieve gender equality and empower all women and girls
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NEBICO PRIVATE LIMITED


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Clean Water and Sanitation

6 CLEAN WATER AND SANITATION 	Goal 6. Ensure availability and sustainable management of water and sanitation for all
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Affordable and Clean Energy

7 AFFORDABLE AND CLEAN ENERGY 	Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all
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Decent Work and Economic Growth

8 DECENT WORK AND ECONOMIC GROWTH 	Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
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Industry, Innovation, and Infrastructure

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
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Reduced Inequalities

10 REDUCED INEQUALITIES 	Goal 10. Reduce inequality within and among countries
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Sustainable Cities and Communities

11 SUSTAINABLE CITIES AND COMMUNITIES 	Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable
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NEBICO PRIVATE LIMITED

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Responsible Consumption and Production

12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Goal 12. Ensure sustainable consumption and production patterns
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Climate Action

13 CLIMATE ACTION 	Goal 13. Take urgent action to combat climate change and its impacts
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Life Below Water

14 LIFE BELOW WATER 	Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development
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Life on Land

15 LIFE ON LAND 	Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
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Peace and Justice Strong Institutions

16 PEACE AND JUSTICE STRONG INSTITUTIONS 	Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
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Partnerships for the Goals

17 PARTNERSHIPS FOR THE GOALS 	Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development
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**GREETINGS!
FROM THE HIMALAYAN COUNTRY
OF
MOUNT EVEREST
'NEPAL'**



Since 1964

Nepal's First Biscuits & Confectioneries Manufacturer

Nebico Private Limited



CORPORATE SUSTAINABILITY REPORT – 2022/23

Communication on Progress (COP)

Nebico COP submitted to United Nations Global Compact (UNGC)

Date: July 1, 2023

From:



To:



United Nations
Global Compact

About NEBICO Group

NEBICO Group has been a pioneer in biscuits and confectionary since its establishment in 1964. Today the Group has a diverse portfolio of manufacturing and represents various brands of biscuits and confectionary. The Group's industrial journey since its inception has made it a leading preferred brand for the consumers in the Nepalese market through its dedication to quality and service. The group's long history and involvement in various works have helped the company to engage, involve and support various communities and environmental challenges through its Corporate Social Responsibility in most parts of Nepal. We aspire to be an active member of the UN Global Compact again.





In our 2022/23 Corporate Sustainability Report below, we describe our actions to continually improve the integration of the Global Compact and its principles into our business, strategy, culture, and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication. Hereafter follows a summary of the progress made by NEBICO Group in FY 2022/23 with regards to the following areas:



1.) HUMAN RIGHTS

HUMAN RIGHTS

BUSINESS AND HUMAN RIGHTS FORUM 2023

Member states



HUMAN RIGHTS

Principle 1:



Principle 2:



ASSESSMENT, POLICY AND GOALS

- NEBICO's commitment to human rights practice is part of our corporate policy. Our corporate policy further enshrines our commitment to diversity and prohibits any form of discrimination.
- NEBICO Group has a zero-tolerance policy when it comes to harassment, misconducts such as physical, verbal or psychological harassment. In any of the cases, it leads to immediate suspension or expulsion in serious cases.
- We are dedicated to abiding by labor laws within the country and have aligned our business practice with national and international best practices.
- Every employee of the group is given health and medical insurance. As a group, we are committed to ensuring that NEBICO Group is a safe and fair place to work. This commitment permeates all areas of the organization – from owners, board members and managers to individual employees – in shared efforts to promote a good, enjoyable working environment on an everyday basis.
- Our company policy is in line with the Universal Declaration of Human Rights; we do not carry out business with any countries or regimes where flagrant human rights abuses are known e.g. torture, politically motivated disappearances etc.
- NEBICO monitors, seeks redress for and report on human rights violations, including supporting victims of human rights abuses. Educate and train human rights victims, workers or defenders. We would like to ensure that our staff is aware of potential human rights abuses.
- We center our business activities on the concept of humanity. NEBICO has a "Dignity at Work" Policy and is committed to ensuring that all our employees are treated fairly and with respect. We endeavor to go above and beyond any legal requirements and strive to build a company in which everyone is treated with dignity and respect. We have developed a culture that seeks to develop respect and attention to the human rights among our employees, customers and the suppliers and producers of the products we sell.



- We respect the human rights in all our business processes and require that our management, leaders and suppliers on a daily basis to make continuous monitoring of the progress of protecting human rights.
- We are very committed to follow all the applicable statutory requirements (like employee insurance, maternity leave etc.).
- We encourage our staff to report any violence to bullying, health risk etc. to our management or whistle blow to our SHE (safety, health and environment) responsible person.

IMPLEMENTATIONS

- NEBICO has taken the following measures to prevent human rights violation on its work locations:
 - There is a suggestion box in the office and every employee is encouraged to raise Global Compact issues whenever they feel it is necessary. Employees are encouraged to submit their complaints and/or issues with regards to unfair treatment in the box installed in each location. These complaints are reviewed and discussed immediately jointly by top management and leadership (Executive Director and Chairman).
 - Bi-monthly staff meetings have a room for discussion of Global Compact issues.
 - A training session has been conducted for all employees to raise the public awareness on human rights issues. An internal system is in place where the employees are trained in regards of our commitment. We train all employees on their rights as prescribed by law and in our company hand book.
- If concerns are voiced or made known then we promptly investigate and make final disposition. We post in our break rooms the process of reporting concerns. We also post in the area where applicants apply for employment.

MEASUREMENT OF OUTCOMES

- The Chairman and Executive Director of NEBICO, have a bi-yearly meeting with the company ombudsman which is indicative of our internal scrutiny and review. We feel that our proactive stance, as well as our commitment to the UNGC is indicative of our zero tolerance for human rights violations.
- We have been able to promote observance and implementation of international human rights standards in our company's policy as well as stakeholder's.
- NEBICO do audit and evaluate all partners and suppliers against a set of defined principles, policies and guidelines. There have been statutory audits by local statutory bodies with no non-conformances. Senior management must audit suppliers annually without any warning to ensure that they are working within the defined guidelines of human rights.
- We have a system in place that encourage employees, clients and partners to report back if they suspect any wrongful doing in regards to our CSR guidelines and Code of Conduct.
- Any contravention of human rights is documented and the responsible partner is placed on probation and given a timeframe to address and resolve the issue. Continued non-compliance may result in the partner relationship being terminated.
- We have annual training and evaluations. We also document any concerns in our Human Resource records.





ASSESSMENT, POLICY AND GOALS

- NEBICO supports the ILO (International Labor Organization) Core Labor Conventions and will not do business with any organization who uses forced or child labor.
- All NEBICO employees are issued with a contract of employment (and/or an employment letter) which clearly states their terms and conditions including pay rates and overtime pay arrangements.
- All the social security and insurance benefits due as per regulations are paid to the necessary authorities.
- NEBICO believes in equal employment opportunity. Our recruitment, selection practices are opening competitive and based on merit.
- Our HR team makes sure that work place rules, policies, practices and behavior are fair and do not disadvantage employees potential. All the workers are valued and respected and have opportunities to develop their full potential.
- NEBICO is committed to furthering the UN global Compact in the area of Labor Rights. We support the ILO's 1998 "Declaration" as well as its "Four fundamental principles and rights at work."
- NEBICO has a 'Grievance Procedure' in place and offers mediation to staff at work as a first stage resolution to any problems experienced in the work place.
- Safety equipment is mandatory in all our facilities such as helmets, safety glasses, protective shoes and gloves.

IMPLEMENTATION

- The demographics of the company demonstrate the diversity factors as follows:
 - With a workforce of 400 individuals, the age diversity ranges from 20-65 years. The spread over variety of ages helps our company because we need individuals with different level of experience to realize our goals.
 - At all levels, we have a good mix of female and male. Of the 400 individuals, 60 percent male and 40% are female, leading to a male-female ratio in the work place of: 60%-40%. At the most senior level, there are male and female managers with a range of ages across the spectrum.
 - There is ethnic diversity maintained proportionately in all our departments and group of companies.
- Our labor is the single most important asset of this company. We accept no violence of setting people at risk. We encourage our employees to organize in collective agreements, unions etc. We hold a seat in the Employers of Service Management, to secure maximum influence on human rights and proper business standards. Nebico emphasized quality of life outside working hours and led to the issues described below:
 - Freedom of association and the effective recognition of the right to collective bargaining.
 - Elimination of all forms of forced or compulsory labor.
 - Effective abolition of child labor.
 - Elimination of discrimination in respect of employment and occupation.



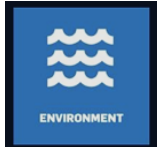
- NEBICO consults with staff on a continuous basis - each year. We hold a Company Review Day which everyone attends and where the Executive Director and/or Chairman does a re-cap on the past year, appraising staff of what we have achieved, where we are going and thanking individuals who have made a specific contribution.
- Child labor is a very serious problem. We believe children are our future and we have to take care of them if we want a better future. NEBICO has always raised its voice against Child Labor. We have policy:
 - Prevent child labor within operations and supply chain.
 - Support education and vocational work for needy children.

MEASUREMENT OF OUTCOMES

- Our written CSR guidelines and Code of Conduct regulate our policies and are compliant with UNGC principles and the ISO standard.
- A Feedback Suggestion or Complain Box has been installed in each location for employees to submit their complaints and/or issues with regards to unfair treatment. These complaints are reviewed by top management and leadership jointly and discussed immediately.
- NEBICO has established a union for the Employees to discuss issues with management with regards to labor and salaries and fair career advancement.
- Equal opportunities to all employees without regard to race, religion, nationality, and sex.
- We run annual appraisals each year to identify personal development needs and training requirements and these are auctioned where ever financially possible.
- We have 100 % compliance on approved working contracts.
- We have a decrease in working related injuries by 75%.
- We have an employee satisfaction survey on a 1-5 scale, where 5 is the best possible.
- Reduction of stress levels of employee at all levels.
- Reduction of days referring sick leave to 50%.
- We maintain and report to authorities our demographics by gender, ethnicity, age, etc.
- We review and hold accountable any violations to our law and policies.
- Investigations are made internally, with legal counsel as required.
- We update senior management on regular basis.
- Outcomes are measured with annual external audits conducted with senior management.
- We have a system in place that encourage employees, clients and partners to report back if they suspect any wrongful doing in regards to our CSR guidelines and Code of Conduct.
- All staff is issued with a Company Handbook (Corporate policy) which includes information on standard terms and conditions of employment, company benefits, company rules, grievance and disciplinary procedures. Our employee handbook helps to ensure that all of our employees are cognizant of their employment rights and policies state the right for collective bargaining, compensation and responsibilities. We will continue to refine our employee handbook as needed and incorporate the Global Compact.
- We assess labor related risks and follow the preventive measures.



3.) ENVIRONMENT



ASSESSMENT, POLICY AND GOALS

- NEBICO Group is committed to continuously improve its environmental performance and provide positive contributions to society through its activities and engagements. NEBICO meets all the necessary statutory requirements on pollution and environment protection. NEBICO is very innovative in its application of environmentally friendly policies.
- The NEBICO Group intends to be a key contributor towards the development of a carbon-neutral manufacturing sector. The entire life cycle of our materials, from production to their use, is taken into account in our actions to mitigate climate change and optimize the use of natural resources.
- We use automatic electric plant (including oven) for biscuits and confectionary production which generates no CO₂ (Zero Carbon Dioxide Emission).
- We search for innovative answers, to both reduce the impact of our industrial sites and provide solutions to meet societal challenges. This includes improving energy efficiency in our factories and office building by using green energy and contributing towards building better life by adapting and introducing to sustainable material.
- Every year the group host initiatives such as tree plantation and cleaning camps throughout the company to promote a greener and a cleaner planet. Climate change is one of today's biggest global challenges.
- NEBICO has developed an environment policy which clearly specifies that we are not engaged in any activity having harmful or negative impact on the environment.
- We are committed to continuous improvements in environmental performance and the prevention and reduction of pollution, waste, carbon dioxide emissions and the use of paper and other non-re-usable equipment.
- NEBICO has a Sustainability Policy based on the WWF One Planet Action template. We also have a separate Environmental Policy and a specific Policy on Sustainable Management of Live Events.

IMPLEMENTATION

- In the coming year, NEBICO main environmental targets are:
 - Increasing our percentage of recyclable waste
 - Reducing our fuel costs across the business (used for transportation of goods) by 10%



- We have a power saving policy, ensuring optimum use of electrical power and water.
- We are audited annually to determine the carbon emissions associated with the daily operations of the company as well as the production and transport of the products we sell. This is one area where we feel NEBICO is an industry leader.
- We strive to reduce the environmental impact of our business by educating staff and customers, consumers and competitors about the environmental impact of running our business.
- At NEBICO, we promote environmental initiatives to the extent possible with the following interventions:
 - The usage of non-toxic cleaning products.
 - The cubicles are brightening up with plants to absorb indoor pollution.
 - We have furnished our office with the furniture, carpet and paint that are free of volatile organic compound.
 - We have planted several plants surrounding the factory area.
 - We have provided filtered drinking water to reduce the plastic bottle usage.
 - We have placed bins in whole building to provide clean environment.
 - The employees are instructed to turn off the lights when they are leaving and try to utilize natural light when they can, and to print on both sides or use back side of old document for faxes, scrap paper, or drafts. Avoid color printing and print in draft mode whenever feasible.
 - We have placed energy savers to save energy than regular lighting. We have introduced energy saving light bulbs.
 - We prefer to work with customer and suppliers who develop, produce and sell products which have minimum environmental impact.
 - We also train in the use of any newly introduced process or chemicals.
 - We recycle wood products, metals, batteries, and light bulbs, cardboard.
 - We separate our waste stream by law in a scientific manner.
 - We have gone to more environmentally friendly paint to reduce Volatile Organic Compound (VOC's).
 - We produce product for the solar and biomass industries.
 - We ask our suppliers to submit products that are environmentally friendly.
- At our factory, we have motion sensitive lighting throughout our offices and in our warehouse to reduce energy costs. We also have a building management system which centrally controls heating and air handling. We are becoming Forestry Stewardship Chain of Custody certified to ensure that our paper products are sourced from managed plantations.
- NEBICO provides staff with specific training relating to sustainable business practices every quarter. We are investing in a Life cycle analysis tool in order to measure and communicate the environmental impact our products have on the planet.
- Our philosophy is to be transparent in everything that we do and to provide all information both good and bad so that choices are based on the facts backed up by third party peer reviewed data.
- We invest in R & D to develop products that are truly sustainable.

MEASUREMENT OF OUTCOMES

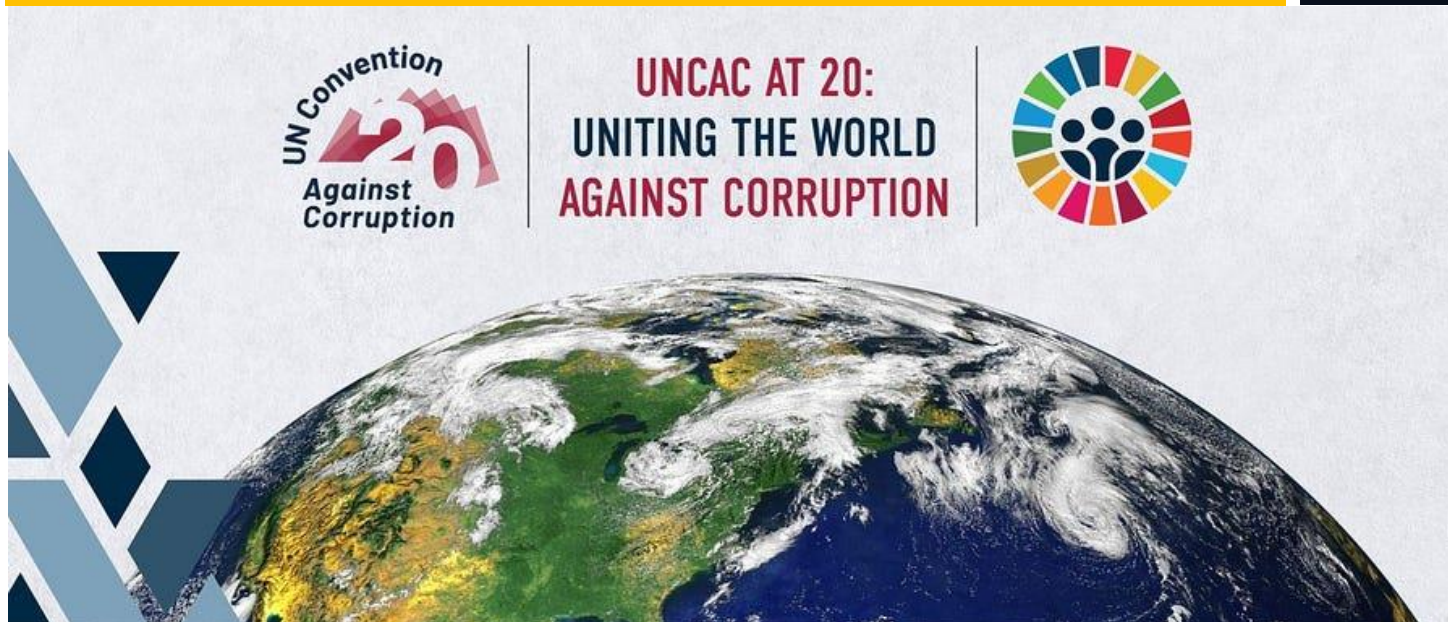
- NEBICO have a dedicated resource that monitors and mandates environmental and safety risks.
- NEBICO has taken the following measure to insure proper implementation of environment polices:
 - Conduct regular, systematic reviews of facilities and factories using applicable environmental regulations.



- Educate and train its employees and contractors on all of the environmental laws and regulations applicable to their work areas.
- Provide them with the systems and tools to ensure compliance.
- Continue to pursue efforts to increase the use of recycled materials, reduce waste streams and water consumption, maintain high waste recycling rates, and minimize the amount of toxic and chemical substances used in our operations and maintenance activities.
- Hygienic and green environment along with comfortable working atmosphere increased employee's efficiency to do work on time.
- Our goal is to reduce paper consumption by 20%, we are happy to report that our consumption has been reduced by 10% over the past year. By continually encouraging employees to use both sides as well institute a "print only if you need to" policy, we made a company wide effort that has paid off environmentally as well as economically.
- We are in the process of gaining us a profitable return in terms of our electricity payments. Our management staff as well has issued a statement of approval at all the energy saving techniques that employees have come up with and we have institute a "technique of the week" policy in which employees share with one another the ways in which they have come up with to do their part to reduce the company's impact on the planet. Examples include,
 - Turning computers off during meeting times,
 - Ensuring all unnecessary lights is turned off when not in use and many other small changes that have helped make our company more environmentally friendly and also more socially conscious.
- Employees now recycle materials like plastic, metal and paper and the office has separate bins for organic and recyclable garbage
- NEBICO conducts monthly check and audit on all its sites and workplaces to insure that employees comply with the company's policies on environmental issues.
- Forms have been developed to local management to monitor issues such as:
 - Water consumption.
 - Electricity and power.
 - Regular cleaning of workplace.
 - Eliminate use of Chlorofluorocarbons (CFC) gas products.



4.) ANTI-CORRUPTION



ASSESSMENT, POLICY AND GOALS

- NEBICO has a zero-tolerance policy for corruption, bribery, commissions and extortion. The company has policy according to bylaws can be evidence of this: “It is the policy of NEBICO to pursue all of its business transactions in an honest and ethical manner. In doing business anywhere in the world, company nor any person associated with the company may offer, pay, promise, authorize or receive any bribe, kickback or other illicit payment. We work strongly against corruption in all its forms, including extortion and bribery”.
- NEBICO senior management team is committed not to participate in any corruption, bribery or extortion.
- NEBICO supports the UN Convention against Corruption and we do not operate in countries or with organizations that are corrupt. NEBICO is always raising its voice and combating corruption both internal and external.
- We believe in ethical business practice with zero tolerance policy towards corruption. We do not accept any corruption.
- Policies have been in place to ensure transparency and compliance with national and international regulations bookkeeping; budgets, audits, evaluation, etc. are practiced and performed regularly to produce accurate data in accordance with best accounting practices.
- Our goal is to continue to provide education for all level of employees from top management to bottom up to about corruption as well as what to do if one should encounter it.
- It is NEBICO policy to conduct business in an honest way, and without the use of corrupt practices or acts of bribery to obtain an unfair advantage. We have built systems and controls making sure that no money can leave our business in an unauthorized way.



IMPLEMENTATION

- Training programs are conducted to ensure these policies and methods are embedded in our operations with frequent internal and external audits.
- NEBICO investigate all companies we are working with to ensure their integrity.
- We utilize a Certified Public Accountant auditing firm to prevent any corruption in business practices. They report findings to our Board of Directors and group of companies annually.
- NEBICO currently has drafted written policy relating to anti-corruption. We will document and implement a company policy before the next COP. NEBICO Group complies with all anti-corruption regulations set by the national government where we do business and international bodies worldwide.
- It is the policy of the NEBICO that corruption, fraud, theft, maladministration or any other dishonest activities of a similar nature will not be tolerated. In addition, such irregular activities will be investigated and followed up by the application of all remedies available within the full extent of the law, as well as the application of appropriate prevention and detection controls. These prevention controls include the existing financial and other controls and checking mechanisms as prescribed in the prescripts relevant to the activities of the Company. NEBICO does not tolerate or engage in any actions constituting corruption, fraud, theft and maladministration collectively such as:
 - Any dishonest, fraudulent or corrupt act;
 - Theft of funds, supplies, or other assets;
 - Maladministration or financial misconduct in handling or reporting of money, financial transactions or other assets;
 - Making a profit from insider knowledge;
 - Disclosing confidential or proprietary information to outside parties;
 - Irregularly accepting, requesting, offering or giving anything of material value to or from contractors, suppliers or other persons providing services/goods to the Department;
 - Irregular destruction, removal or abuse of records, furniture and equipment;
 - Any similar or related irregularity; and deliberately omitting or refusing to report or act upon reports of any such irregular or dishonest conduct.
- At internal level, we have maintained an excellent check and balance system over transactions. Briefing has been limited to senior management, finance team, purchase team and Sales Business Development team. The records are maintained with proper proves that where does each rupee go to and what is done with it. This information is checked and controlled by finance, administration and HR department which ultimately reaches to GM/CEO. The company's GM/CEO and staff are fully committed to following the principles of ethics in business and the principles that guide the Global Compact.
- The Financial Manager is ultimately responsible for anti-corruption within NEBICO. As aforementioned, NEBICO blends company education about what to do in case one witnesses corruption as well as the confidence of an employee-appointed ombudsman to assist with matter of corruption. Employees are referred to in-house as well as external agencies that may offer them assistance on these matters.
- We make sure that our employees work like a true professionals and follow the work ethics. We are working under the philosophy of working hard and earn the reward and not to use any sort of mean ways to win contracts or to do anything which is against the PROFESSIONALISM and WORK ETHICS.



- Our CSR guidelines and Code of Conduct include our policies on anti-corruption and respond to incidents. We have a system in place for whistle-blowing for any Code of Conduct or CSR guideline violation.
- The employee-appointed ombudsman also met with the Chairman and Executive Director, at the yearly meeting to confirm no incidents of corruption. This individual also would also meet in confidence with any employee should s/he need advice or assistance in such matters.
- We have a system in place that encourage employees, clients and partners to report back if they suspect any wrongful doing in regards to our CSR guidelines and Code of Conduct.

MEASUREMENT OF OUTCOME

- NEBICO does not tolerate corruption or bribery in all its locations. The company has established the following measures to insure zero-tolerance for corruption:
 - An audit department is recompleting all finical transactions with proper documents.
 - Software has been developed to make sure all finical transactions are accurate and controlled.
 - New machines have been installed in the sales point to record each sales value and summarize results at end of period. These reports are checked against withdrawals from storage and production.
 - Any employee who is found participating in corruption practices will be subject to legal action.

NEBICO'S FUTURE GOALS

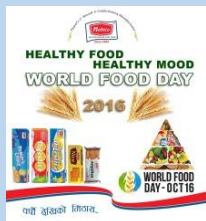
- As a major player in the manufacturing industry, NEBICO Group will always adapt and contribute to sustainable processes and techniques in product and process innovation through the use of the UN GLOBAL COMPACT SDGs.
- We aim to provide continuous improvement in our product, increase efficiency in our facilities and strive to build a collaborative and supportive workplace.

GLIMPS OF NEBICO

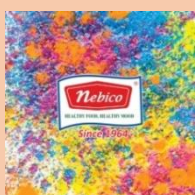
Certificates and Awards



International and National Day Celebrations



Socio-Cultural Aspects



Trainings & Developments



Other CRS



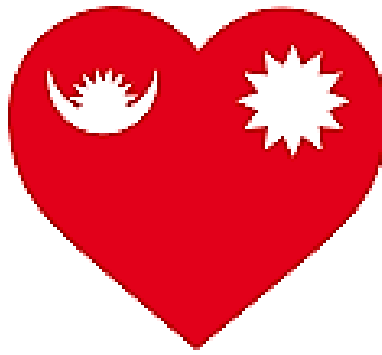




जहाँ पनि

जहिले पनि





THANK YOU
FROM NEPAL TO THE WORLD

