



# IMPACT NEWSLETTER

MAY - JUNE 2023 EDITION

Dear Team,

We are pleased to present you the Impact Newsletter for the months of May and June 2023. This newsletter will serve as a regular communication tool to keep us informed and connected on important events and happenings in the Impact team.

We appreciate your help and positive feedback regarding the newsletter initiative throughout the last few months and we look forward to your continued support in the upcoming days as well.

If you want to volunteer or contribute to any upcoming newsletter(s), please do not hesitate to contact [pragya.pokharel@upaya.com.np](mailto:pragya.pokharel@upaya.com.np) or [nawang.sherpa@upaya.com.np](mailto:nawang.sherpa@upaya.com.np). We also welcome any feedback or suggestions you may have.

If you wish to unsubscribe from the monthly Impact Newsletter then please send an email to [pragya.pokharel@upaya.com.np](mailto:pragya.pokharel@upaya.com.np).



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# **IMPLEMENTATION OF A COMPREHENSIVE WASTE MANAGEMENT SYSTEM FOR ENVIRONMENTAL SUSTAINABILITY**

Upaya has implemented an efficient waste management system that involves the allocation of designated dustbins for specific types of waste. Our initiative encompasses separate dustbins for recyclable waste, organic waste, and landfill waste, ensuring proper disposal of respective items. Additionally, we have introduced new dustbins exclusively designated for dry waste within the rooms. Our employees have been duly informed and educated about these waste management practices. This comprehensive system has been implemented across all Upaya offices in diverse locations, promoting responsible waste disposal practices and environmental sustainability.



# IMPLEMENTATION OF A COMPREHENSIVE SIGNAGE SYSTEM FOR WORKPLACE SAFETY AND AWARENESS

In our continued efforts to prioritize workplace safety and enhance employee awareness, we are excited to announce the implementation of a comprehensive signage system at Upaya. We understand the importance of visual cues and clear instructions in promoting a secure environment. That is why we have strategically placed informative signages in every room throughout our premises, covering all our offices located in diverse locations. These signages cover essential topics such as earthquake safety, fire action protocols and first aid procedures. By displaying these signages prominently, we aim to ensure that all employees are well-informed and equipped to respond effectively in different situations. This initiative reaffirms our commitment to fostering a safe and secure workplace for everyone at Upaya.

Additionally, in collaboration with the relevant stakeholders, we have implemented a comprehensive signage program across all floors and lift areas. These strategically placed signages serve multiple purposes, including clearly indicating the floor numbers, providing instructions on emergency protocols, and reminding individuals to refrain from using the lifts during emergencies. By prominently displaying these signages, we aim to enhance overall safety and ensure that everyone within the premises is well-informed and prepared to take appropriate actions in case of emergencies.



## **PROMOTING PROPER POSTURE FOR EMPLOYEE WELL-BEING**

As part of our ongoing commitment to employee well-being, we have implemented an additional initiative to promote proper posture at Upaya. In addition to the informative signages, we have placed visual reminders throughout our premises that emphasize the significance of maintaining a correct posture while working. These visuals serve as constant reminders to our employees, encouraging them to adopt ergonomic practices and prioritize their physical health. By integrating these visual cues into our workspace, we aim to cultivate a culture of mindful posture and ultimately enhance the overall well-being of our team.

## **COMPREHENSIVE EMERGENCY CONTACT NUMBER LIST FOR ENHANCED WORKPLACE SAFETY AND PREPAREDNESS**

We have taken proactive measures to ensure the safety and preparedness of our employees by creating a comprehensive emergency contact number list.



## MAY - JUNE 2023 EDITION

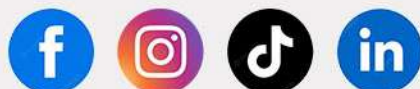
This list includes essential contact details for various emergency services, such as hospitals, fire and explosion services, and emergency policy services. It also provides information for hospitals with 24/7 emergency services, electricity authority, building and office authority, as well as the building security and risk management committee.

While the primary focus of this list is on our Thapagaun office, we have extended this initiative to all other locations of Upaya as well. To ensure accuracy and relevance, leads from each respective location have been entrusted with the responsibility of reviewing and editing the information based on their specific locations. By tailoring the emergency contact number list to the unique needs of each office, we aim to optimize emergency response and promote a culture of preparedness across all Upaya locations.



## RISK MANAGEMENT MEETING

We recently held a highly productive risk management meeting, which encompassed essential components including a comprehensive general update and a thorough review of our health and safety policies. The meeting served as a valuable platform to discuss and address potential risks within our organization, ensuring that our risk management strategies remain robust and up-to-date. By proactively reviewing our health and safety policies, we reaffirm our commitment to fostering a secure and healthy work environment for all members of our team.



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## **MANAGEMENT PLAN/POLICIES DEVELOPMENT**

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The Impact team has made significant progress by developing the initial draft of our comprehensive management plan and policies. These policies encompass a wide range of critical areas, including sexual harassment prevention in the workplace, accident and incident investigation protocols, emergency preparedness and response plans, green policies, and vendor management guidelines. Additionally, the management plan addresses important aspects such as noise and air pollution mitigation, efficient supply chain management, safe transportation of hazardous chemicals, travel and community safety measures, vehicle maintenance protocols, warehouse management practices, and effective waste management strategies. It is important to note that the current draft is not the final version, as further refinements will be made in the upcoming days to align with specific requirements and ensure the highest standards of effectiveness and compliance.



# COLLABORATION WITH ALOI

We are delighted and filled with immense pride to officially announce our highly anticipated collaboration with Aloï, a remarkable organization that has been dedicatedly working towards the empowerment of women, especially those who have been marginalized and underprivileged.

In joining forces with Aloï, we embark on a journey that aims to revolutionize the lives of these extraordinary women by not only offering them financial opportunities but also creating a platform for job prospects and career advancement. Our collaboration seeks to bridge the gaps in gender equality and contribute to the overall upliftment of women in society. Through this partnership, we aim to promote the adoption and use of EVs among women, creating a positive ripple effect on the environment and the communities in which they reside. With the increased availability of job opportunities, these empowered women will not only contribute to their personal growth but also drive economic progress and social transformation.



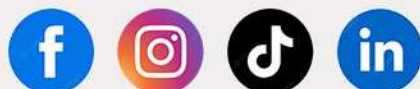


# EXTERNAL COMMUNICATION MECHANISM

At Upaya, we recognize the importance of effective communication, and thus we have implemented a robust mechanism to facilitate clear and efficient exchange of information. Through the creation of our external communication system, we have established channels and processes to engage with stakeholders, partners, and the broader community. This mechanism enables us to disseminate relevant updates, share our organization's mission and values, and address any inquiries or concerns promptly. By nurturing open lines of communication, we cultivate transparency, build trust, ensure that our message reaches the right audience at the right time. Through external communication mechanism, we strive to strengthen relationships, foster collaborations, and effectively convey the positive impact Upaya is making in the communities we serve.

## FULL TRUCK LOAD RISK IDENTIFICATION

The Impact team collaborated with the Full Truck Load (FTL) team to conduct a comprehensive assessment of potential risks within their business operations. This informative discussion provided valuable insights into the various risk factors involved. Having identified these risks, our next step is to conduct a thorough assessment and develop a proactive plan to effectively address and mitigate these potential challenges. By taking this proactive approach, we aim to ensure the continued success and resilience of our FTL operations.







# **EMPOWERING SUCCESS: UPAYA'S IMPACT ON RIDERS / PARTNERS IN POKHARA**

We have recently received encouraging feedback from our Pokhara station team, highlighting the exceptional experiences shared by our riders/partners associated with Upaya. They have expressed high levels of satisfaction with their engagement. One notable benefit they have experienced is the ability to generate income through Upaya, which has not only supported their livelihoods but also provided them with opportunities to invest in diverse ventures. Remarkably, this financial stability has empowered some of our riders/partners to pursue further education abroad, with countries such as Canada, Dubai, Australia, Poland and others being sought-after destinations. Additionally, some riders/partners have utilized their earnings from Upaya to repay existing loans, showcasing a responsible approach to financial management. We take great pride in witnessing the transformative impact of our partnership on the lives of our valued members, as it has opened doors to personal growth, investing opportunities, and academic advancement.



# COLLABORATIVE SERVICE CAMP: STRENGTHENING PARTNERSHIPS & EMPOWERING DRIVER PARTNERS

Sipradi collaborated with Upaya to organize a service camp on Saturday, July 8th, exclusively for Upaya's driver partners who were using TATA vehicles. During the event, they conducted a thorough examination of the vehicles without any charges and handed out service discount coupons to the driver partners. Additionally, a concise training session was conducted for our driver partners, which they found to be educational and beneficial. This collaborative effort between Sipradi and Upaya exemplifies their commitment to supporting and empowering their driver partners, ensuring their vehicles are in optimal condition, reducing operational costs through service discounts, and providing valuable training opportunities to enhance their skills and deliver exceptional transportation services. The service camp served as a platform for direct interaction between the driver partners and Sipradi's technical experts, fostering trust, open communication, and the establishment of strong partnerships.

