

MARCH - APRIL EDITION



IMPACT NEWSLETTER

Dear Team,

We are pleased to present you the Impact Newsletter for the months of March and April 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 or 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.



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WORKSHOP ON SEXUAL HARASSMENT AT WORKPLACE

On 22nd March, 2023 Upaya conducted an informative workshop on Sexual Harassment at Workplace for its staff members. The workshop was facilitated by Ms. Amuda Mishra, Executive Director of Ujyalo Foundation, with an objective to raise awareness among staff members on existing laws and regulations concerning sexual harassment in the workplace. The workshop was conducted in 5 sessions, one of which was virtual. The workshop was oriented on harassment, abuse and violence along with a few measures once could apply to tackle these issues.

The workshop focused on educating participants on the concepts of consent, abuse, harassment and violence, as well as providing an activity to reinforce the concept of consent. The workshop also centered on the various forms of violence that occur in the workplace. The participants were divided into groups and given different forms of workplace violence topics to discuss and prepare presentations. Each group presented their findings in front of everyone after 15 minutes of preparation time.

MARCH - APRIL EDITION



The second half of the workshop focused on the existing laws regarding sexual harassment at the workplace. Participants learned about the actions to be taken in the event of sexual harassment, the responsibilities of the company, where to file a complaint, and where to seek help. Additionally, the workshop highlighted the importance of forming a safeguarding committee for dealing with such sensitive issues.

Overall, the workshop was a success in achieving its objective and ensuring that Upaya staff members are well-informed and prepared to deal with sexual harassment in the workplace. We hope to conduct similar workshops in the future to continue promoting a safe and respectful workplace culture.

Testimonials



Khalid Ahmed



The workshop was an eye-opening experience for me. The speaker was very knowledgeable and presented the information in a way that was easy to understand and relate to. It was well-organized, and the facilitators created a safe and inclusive environment for everyone to share their thoughts and experiences. They were also very approachable and took the time to answer any questions that we had. It is an important topic that everyone should be aware of, and this workshop is an excellent way to educate yourself and others. Looking forward to more events like this in the future.



Melisha Rajopadhyaya

"It was an eye opening session for me. There were many unlearning and relearning despite the time constraints. The session was much needed and I look forward to being part of such sessions in the coming days."



Rahul Malla Thakuri

"This was indeed a great session. I personally had a fantastic learning experience. Thanks to our Impact team for organizing this. As a member of the Executive Committee at Upaya, I will do all I can from my end to have proper awareness, processes, and policies of sexual harassment at workplace established at the company."





Samikshya Thapa

"The presenters' interactive and practical approach made the training session more enlightening and left us well-versed in the topic. It covered all related topics from basics to real time cases, laws amendments etc. The real-life examples from group discussion were an additional aid. This type of session is crucial for any individual in any location at any time, as it ensures the safety and comfort of all employees, which should be the first and foremost priority of every organization."

Sophiya Shrestha



“ Sexual harassment at workplace workshop was effective in raising awareness and promoting a culture of respect and safety.



Sudhanshu Dhakal

"It was very informative and engaging. I especially appreciated the two-way communication that was encouraged throughout the session. This enabled us to ask questions and interact with each other, making it a much more fruitful experience."





Suvodh Thapa

"Lots of insight from the workshop regarding the socio-economic background, gender and consent. Upaya needs to conduct various workshops for the overall enhancement of its employees."

Suman Rayamajhi

"It was really enlightening session of Sexual Harassment and post this workshop, I am confident that we can build Upaya a better, safe and inclusive place to work for all irrespective of our gender, religion and caste"



Yagya Kafle

“ The workshop was amazing and helped us to respect all people from different backgrounds, genders, and fraternities. UPAYA should conduct more such sessions to increase the quality of work among its employees. ”

MARCH - APRIL EDITION

TAX AND FINANCIAL LITERACY WORKSHOP

On 7th April, 2023, Upaya organized a workshop on tax and financial literacy for its clients. The primary objective of the workshop was to provide the clients with the necessary knowledge and understanding of tax and finance policies, so that they can make informed decisions regarding their financial matters. The workshop was facilitated by CA Upendra Sapkota, who is a highly experienced and qualified expert in the field of taxation and finance.

Clients from e-commerce, bakery shops, hardware offices attended the workshop, and they were provided with comprehensive information about the regulatory requirements related to taxes and finance. The workshop was structured in such a way that it catered to the specific needs and concerns of the clients, and they were encouraged to ask questions and seek clarifications throughout the workshop.



BRITISH INTERNATIONAL INVESTMENT (BII) TO PROVIDE TA FACILITY TO UPAYA

British International Investment (BII), the development finance institution of the UK government has agreed to provide a Technical Assistance (TA) facility to Upaya for Supporting the Impact and Unlocking Potential Investment in Upaya. In the context, Upaya has signed an MoU with BoP Innovation Center (“Bopinc”), a Dutch nonprofit organization, which provides technical assistance services to investees (including potential) of BII on a regular basis.



As agreed with BII, Bopinc will carry out the study & workshop to inform the strategy of Upaya and help design the value proposition for key stakeholders to drive impact by undertaking a series of research & learning interventions that will partly assess the investment readiness of Upaya and identify bottlenecks to investment. The strategy advisory support will broadly cover three components; Landscape analysis of the logistics sector in Nepal, Lessons learned from India logistics sector and Value Propositions for stakeholders to drive impact.

ESMS COMPLIANCE MEETING

During the E&S compliance meeting on April 11, 2023, the Impact team led a discussion with all department heads, including Managing Director Suman Rayamajhi, about the importance of identifying risks related to environmental and social compliance. To identify these risks, the department leads were requested to analyze past events and map out their department's processes to identify potential risks at each step. The department leads then collaborated with their teams to brainstorm and identify risks, which were subsequently shared with the Impact team. The next step is to assess the identified risks and develop strategies to eliminate them.

It was emphasized during the meeting that effective risk identification and mitigation is crucial for ensuring the company's compliance with environmental and social regulations. The department heads were encouraged to approach this task with a proactive mindset and to keep the company's long-term goals in mind when identifying risks. The meeting also served as an opportunity to share best practices for risk management and to discuss any concerns or challenges faced by individual departments. Overall, the meeting was a productive step towards ensuring that the company is able to operate in a socially and environmentally responsible manner while also mitigating potential risks.

MARCH - APRIL EDITION

DOLMA IMPACT FUND II AGREES TO INVEST FURTHER IN UPAYA

Dolma Impact Fund (DIF) II has signed the Framework Investment Agreement with Upaya for further investment (Series B) of up to NPR 250 million fund in the company. DIF II is the existing shareholder of the company and further agrees to invest in Upaya subject to the terms & conditions mentioned in the said Agreement. DIF II has invested NPR 180 million earlier in the Series A round.



UPAYA TRAINS FIRST FEMALE DRIVER PARTNER

On 18th April, 2023, the Training and Support team had a successful day in terms of acquisition and training. For the first time in Upaya's history, we provided training to a female driver partner, which was a great experience. After the training, the female driver partner expressed her satisfaction and appreciation towards Upaya's training approach, stating that it made her feel welcome and valued. The team is proud to have provided a positive training experience and hopes to train more female drivers in the future.