:jfut dGtAo

!\_ ;j{k|yd oxfFx? ;a}df xflb{s :jfut clejfbg ub{5' . oxfFx?sf] ul/dfdo pkl:yltn] xfdfLnfO{ cToGt} pT;flxt / uf}/jflGjt t'NofPsf] lgj]bg ub{5' . g]kfn r]Da/ ckm sd{; d'n'ssf] ;du| r]Da/ cleofgsf] dft[ ;+:yf xf] . la=;+=@))& ;fndf :yfkgf ePsf] of] ofqf cfh &@ jif{ k'/f ePsf] 5 . s]Gb|;+u}, k|b]z, lhNnf, gu/ Pj+ kflnsf tx ;Dd} r]Da/sf] ;~hfn lj:tf/ ePsf] 5 . o:t} pBf]u tyf jfl0fHo, a:t'ut, lå/fli6«o Pj+ cfj4tkm{ klg of] cleofg la:tf/ eO lglh If]qsf] k|ltlglw ;+:yfsf] x}l;otn] /fli6«o cy{tGqsf] cleGg c+usf] ?kdf :yflkt x'g k'u]sf] 5 . o; cleofgn] &# cf}+ a;Gtdf kfOnf 6]Sg} nfu]sf] cfhsf] lbgdf r]Da/ cleofgsf k|j{4s xfd|f dxfg b"/bzL{ k|j'¢ cu|hx?sf] of]ubfgnfO{ xflb{s ;Ddfg, :d/0f / gdg ug{ rfxG5f} .

g]kfn r]Da/ ckm sd;{n] g]kfn ;/sf/, cw{;/sf/L tyf u}/;/sf/L If]qsf laleGg lgsfo / txdf k|ltlglwTj / ;xsfo{x? ul//x]sf] 5 . o;/L r]Da/n] ;/sf/ / laleGg If]qaLr lghLIf]qsf] k|ltlglw ;+:yfsf] ?kdf ;DaGw ;]t'sf] e"ldsf lgjf{x ul//x]sf] 5 . ;/sf/ / lghL If]qaLrsf] ;DaGw–;]t'sf] ?kdf g]kfn r]Da/ ckm sd;{n] /fHo;+u ;xsfo{ ub}{ cfly{s If]qsf gLltlgodsf] th'{df, sfof{Gjog / k'g/fjnf]sg ;fy} tLg} txdf cfˆgf] lhDd]jf/k"0f{ ;xeflutf / e"ldsfnfO{ yk ;zQm agfpFb} nu]sf] 5 .

@\_ g]kfn r]Da/ d'n'ssf] ;du| lghL If]qsf] k|]/0ffsf] ;|f]t klg xf] . To;}n] g]kfn r]Da/n] æCorporate Social ResponsibilityÆ sf] efjgfnfO{ yk phfu/ ub}{ ljleGg ;fdflhs sfo{x?nfO{ klg plQs} k|fyldstfsf ;fy tLj|tf lbFb} cfPsf] :d/0f u/fpg rfxfG5f}+ . g]kfn r]Da/ ckm sd;{sf ;+:yfks Pj+ k"j{cWoIfx?sf] :d[ltdf pxfFx?sf ;GttLx?af6 :yflkt ;Ddfg tyf sb/–kq k|To]s jif{ r]Da/sf] jflif{s ;fwf/0f ;efsf] cj;/df k|bfg ul/Fb} cfPsf] 5 . o;aif{ klg, ljleGg If]qdf ljlzi6 of]ubfg ug'{x'g] dxfg'efjx? Pj+ ;+:yfx?nfO{ ;Ddfg tyf sb/kq k|bfg ul/g]5 . Kf|d'v cltly ;DdfggLo k|wfgdGqL >L k'iksdn bfxfn Ho"af6 o;} ;df/f]xdf pQm ;Ddfg tyf sb/kq k|bfg ul/g] sfo{qmd /x]sf] ;xif{ lgj]bg ub{5' . ;fy} pxfFx? ;a}df xflb{s awfO{ 1fkg ub}{ pQ/f]Q/ k|ultsf] sfdgf ub{5' . ;du|df, g]kfn r]Da/ ckm sd;{sf] clei6 g} d'n'ssf] ;jf{+ËL0f cfly{s, ;fdflhs ;Da[l¢ xf] . t;y{ d'n'ssf] sfo{sf/L k|d'v ;DdfggLo k|wfgdGqL Ho"sf] ul/dfdo pkl:ylt /x]sf] o; clt ljlzi6 ;df/f]xdf d'n'ssf ;fd" HjnGt ?kdf k|s6 eO/x]sf s]xL k|d'v cfly{s laifox?df ;+If]kdf lgj]bg ug]{ cg'dlt rfxG5' M

**#**= d'n'ssf] ljBdfg cfly{s ;"rsx? cg's"n b]lvPsf 5}gg\ . ah]6 / df}lb|s gLltsf] k|efjsf/L ;dGjo gx'Fbf cy{tGqn] ck]lIft utL lng ;s]sf] 5}g . /fhZj ;+sng xfn;Dd s]jn $% k|ltztdf l;ldt /x]sf] 5 . /fhZjn] rfn' vr{ klg wfGg g;Sg] cj:yf l;h{gf x'g' d'n'ssf nflu ;'vb ;+s]t x}g . cfly{s ultljwL lj:tf/ u/L /fhZj nIo a[l4 ug'{ cfhsf] cfjZosQmf xf] . ;Ldfdf x'g] cj}w Jofkf/nfO{ lg?T;flxt u/L s/ /fhZjsf] bfo/fdf Nofpgsf nflu lan lng] lbg] Joj:yfnfO{ k|efjsf/L agfO{g'kb{5 . s/df gful/ssf] ;xeflutf a[l4sf nflu gful/stf;+u} Kofgsf8{ lbg] Joj:yf ug'{k5{ eGg] r]Da/ ckm sd;{sf] wf/0ff 5 . k'Flhut vr{sf] cf+s8f klg lg/fzfhgs 5 . rfn' cfly{s jif{sf] ( dlxgf ;lsg} nfUbf ljsf; vr{ sl/j #) k|ltztdf v'lDrPsf] 5 . cjsf] # dlxgfdf &) k|ltzt ljsf; vr{ ug'{kg]{ afWotf 5 . nIo cg';f/ k'Flhut vr{ x'g g;Sbf t/ntfdf rfk kg{ uPsf] 5 .

**$**= cfoft / lgof{taLrsf] vf8n pRr x'Fbf Jofkf/ 3f6f al9/x]sf] 5 . rfn' cfly{s jif{sf] kmfu'g;Dd ( vj{ %# cj{ ?k}of eGbf a9L Aofkf/ 3f6f ePsf] tYofªs cfO{;s]sf] 5 . xfn cfoftsf] lx:;f () / lgof{t !) k|ltztdfq} b]lvG5 . Aofkf/3f6f Go"g ug{ Pj+ d'nsnfO{ cfTdleg{/ agfpgsf nflu :j]b]zdf ePsf k|fs[lts >f]t / ;fwgx?nfO{ k|j{4gu/L cfGtl/s pkef]u / cfjZoQmf cg';f/ lgof{tsf] jftfj/0f agfO{g'kb{5 . ;"rgf k|lalw Pj+ dfgj ;+;fwgsf] lasf; u/L ;]jf If]qnfO{ klg lgof{tsf] k|d'v If]q agfOg'kb{5 .

**%=** pTkfbg j[l4, nufgLd}qL jftfj/0f Pj+ Joj;flos ultljwLnfO{ a9fP/ cy{tGqnfO{ cuf8L a9fpg'sf] ljsNk 5}g . cfTdlge{/ cy{tGq lgdf{0fsf nflu nufgL d}qL aftfjf/0f, s[lif, hn>f]t, ko{6g, ;"rgf k|ljlw, k"jf{wf/ ljsf;nfO{ k|fyldstfdf /fv]/ cl3 a9\g' cfhsf] cfjZoQmf xf] . o;sfnflu 7f]; of]hgf / ;'zf;g / kf/blz{tfsf] cfjZoQmf 5 .

**^**= s[lif k|wfg d'n'ssf nflu k|ljlwdf cfwfl/t v]lt k|0ffnLsf] ljsf; ug{ l9nfO{ eO{;s]sf] 5 . s[lifsf] a}1flgsLs/0f, ofGqLs/0f, cfw'lgsLs/0fsf dfkm{t cfTdlge{/ cy{tGq lgdf{0fsf nflu 7f]; gLltut Joj:yf ug{ ;/sf/sf] Wofgsif{0f u/fpg rfxfG5' . kl5Nnf] ;do ;/sf/n] hldgdf %) jif{ ;Ddsf nflu lnhsf] Joj:yf u/]sf] 5 . h'g :jfut of]Uo 5 . s[lif shf{ k|jfx ubf{ v]t lsGg]nfO{ geO{ v]tL ug]{ ls;fgnfO{ pknJw u/fpg] ;/sf/L gLlt x'g'kb{5 . o:t} h8La'6L pTKffbg / k|zf]wg Pj++ g]kfndf pTKflbt x:tsnfsf ;fdfu|Lx?sf] a|fl08ª ul/ k|j{4g tyf lgof{t a9fpg cfjZos 5 . h8La'6L hGo a:t'x?df sfg"g agfP/ lgof{t ug]{ jftfj/f0f agfpg'kb{5 / o;nfO{ cGt/fli6«o ahf/df lgof{t ug{ ;lsof] eg] ljBdfg Jofkf/ 3f6f sd ug{ d4t k'Ug]5 eGg] xfd|f] ljZjf; 5 . o:t} ;ft} k|b]zdf lgof{t k|j{4gsf nflu PS;kf]6{ xfp;sf] cjwf/0fsf nflu r]Da/sf] cfu|x 5 .

&= d'n'sdf \*# xhf/ d]ufj6 ljB't Ifdtf ePklg d'n'sdf xfn d'l:snn] @@ ;o d]ufj6 xf/fxf/Ldf dfq} ljB't pTKffbg eO{/x]sf] 5 . hnljB'tdf x'g] nufgLsf] k|ltkmn ;'lglZrt ug{ cfjZos 5 . xfdL lghL If]qn] klg ;/sf/;+u ;xsfo{ ul//x]sf 5f}+ . ut jvf{ofddf g]kfnn] ;f9] !) cj{ eGbf a9Lsf] ljB't lgof{t u/]sf] lyof] . oBkL lxpFbdf clxn] klg ef/taf6 cfot ug'{kg]{ cj:yf 5 . g]kfn , ef/t / a+unfb]z lqb]zLo ;dembf/L dfkm{t ljB't lgof{tsf] kxn ug{ l9nfO{ ug'{ x'b}g eGg] r]Da/sf] cfu|x 5 . klZrd ;]tL, a'9L u08sL h:tf cfof]hgfnfO{ tTsfn lgdf{0fsf] af6f] v'nf ug'{kb{5 . **g]kfnsf] kfgL,hgtfsf] nufgL** cleofg ;~rfng u/L cfd hgtfsf] ;xeflutfdf d'n'sdf /x]sf] ckf/ hn;DkbfnfO{ kl/rfng u/L ;Da[l¢sf] cfwf/ agfOg' kb{5 .

**\*=** uf}tdj'4 cGt/fli6«o ljdfg:yn / kf]v/f cGt/fli6«o ljdfg:yn ;~rfngdf cfO{;s]sf] 5 . o;nfO{ yk k|efjsf/L agfpg cfjZos 5 . kf]v/f / uf}tda'4 cGt/fli6«o ljdfg:ynaf6 ljleGg d'n'sdf ;Lwf xjfO{ ;Dks{ ;~hfn lj:tf/sf nflu ;/sf/n] l5§} Kfxn u/f]; eGg] cfu|x ub{5f} . o:t} 7d]n, kf]v/f, lrtjg nufotsf ko{6ssf cfsif{s uGtJo 7fpFdf cfjZos ;'/Iff k|bfg ul/ /flqsflng Joj;fo ;~rfngdf Nofpg ;lsP /f]huf/L l;h{gf ;+u} ko{6g Joj;fo j[l4 x'g]5 . ko{6g If]qdf ljBdfg ;+efjgfx?af6 nfefGjLt x'g cfjZos k"jf{wf/x?sf] ljsf; u/L xjfO{ If]qnfO{ yk ;'/lIft , ;'ljwfo'Qm agfO{ Ifdtf lj:tf/ ug]{ / ef}uf]lns, h}ljs Pjd\ ;fF:s[lts ljljwtfsf] pkof]u u/L kof{Kt dfqfdf ko{6sLo j:t'x?sf] ljsf; ul/g' kb{5 . ko{6ssf] a;fO{ nDAofpgsf nflu xf]d:6]sf] ljsf; / lj:tf/;+u} :yfgLo snf ;+:s[ltsf] lrgf/L nufotsf of]hgf NofO{g'kb{5 .

**(=** ljZjdfcfO{6L ;le{;n] tLj| km8\sf] dfl//x]sf] 5 . xfd|f IT OlGhlgo/ x?nfO{ :jb]zd} /fvL cGt/fli6«o 7"nf cfO{6L sDkgLx?sf] **Jofsk**sf ?kdf sfd u/fpg ;lsG5 . s]xL dfqfdf z'?jft klg eO{;s]sf] 5 . o;nfO{ **G 2 G** dfWodaf6 yk k|efjsf/L agfO{ g]kfnnfO{ cfO{6L xjsf ?kdf klg ljsf; ul/b} nlug''kb{5 .

**!)=** ;g\ @)@^ kl5 g]kfn clt sd ljsl;taf6 ljsf;zLn b]zdf :t/f]Gglt x'g] ljifon] xfdL ;a}]nfO{ pT;flxt t'NofPsf] 5 . t/ To; kl5 sltko ;'ljwfx? s6f}lt x'g] ePsf]n] ljZj ahf/df g]kfnsf] kx'Fr cem sl7g x'g] ;+efjgf klg plQs} b]lvG5 . To;}n] ;+efljt gofF r'gf}ltx?sf] ;fdgf ug]{ /0fgLlt af/] e"kl/j]li7t d'n'sn] kfpg] ;x'lnotsf nflu g]kfnn] ;dod} kxn ug'{kb{5 .

**!!=** k/Dk/fut j:t' / sfo{z}nLn] dfq} jfXo Jofkf/df ;'wf/sf] ck]Iff ug{ ;lsg] cj:yf 5}g . To;}n] pRr d"Nosf gofF j:t' / pbLodfg ahf/sf] klxrfg u/L 7f]; /0fgLlt / sfo{ of]hgfsf ;fy cl3 a9\g' clt h?/L b]lvG5 . cfoft k|lt:yfkgsf pkfox?sf] klxrfg ug]{, lanf;Ltfsf a:t'x?sf] vktnfO{ lg?T;flxt u/L cf}Bf}lus sRrf kbfy{ Pj+ k'Flh lgdf{0f ug]{ a:t'x?sf] cfoftnfO{ pRr k|fyldstfdf /fvL To;nfO{ lgof{t;+u hf]8]df lgZro klg afXo Aofkf/df ;'wf/sf ;+s]tx? b]vf kg]{5g .

!@= ljZj Jofkf/ ;+u7g Pj+ ljleGg ;+emf}tfx?df d'n'sn] hgfPsf] k|ltj4tf cg';f/ e+;f/sf b/jGbLx? ;dfof]hgf ul/ ;Gbe{ d'NonfO{ vf/]h u/]/ sf/f]af/ d'NonfO{ dfGotf lbO{g'kb{5 . eG;f/sf d'Vo gfsfx?df cGt/fli6«o n]ensf] Sjf/]lG6g Nofasf] Aoj:yf u/L cfoft lgof{t Aofkf/nfO{ Jojl:yt ul/g'kb{5 .

!#= t'ngfTds nfe lng ;lsg] s[lif, ko{6g, hn;|f]t, vfgL tyf Gems Stones , cflb If]qsf] k|j4{gsf nflu /fHo / lghL If]q aLr yk ;xsfo{ x'g' cfjZos 5 . hl8j'6L, Gems Stones Pj+ cGo sRrf kbfy{x?sf] k|j{4g tyf a|fl08ª u/L lgof{ut ug]{ Joj:yf ul/g'kb{5 .

!$= o'jfx?n] ljb]zdf cfh{g u/]sf] l;knfO{ :jb]z kmls{Psf a]nf nut ;+sng ug]{ Joj:yf u/L pgLx?sf] ;LknfO{ :jb]zd} pTkfbg Pj+ ;]jf If]qdf kl/rfn ug{ ljz]if sfo{of]hgf NofO{g'kb{5 .

!%= kl5Nnf] ;do pRr Aofhb/sf sf/0f pBdL Joj;foL Pj+ C0fLx?df k/]sf] c;/, k'Flhut vr{ x'g g;Sg] ;d:of nufotn] cfly{s ultljwL ;fdfGo cj:yfdf kmls{g ;s]sf] 5}g . a}+s tyf ljQLo ;+:yfx?n] shf{df nfu" u/]sf] pRr Aofh b/n] xfn ljifd kl/l:ylt pTkGg x'g k'u]sf] 5 . o;n] ;+k"0f{ pBd, Joj;fonfO{ pRr hf]lvddf kf/]sf] dfq 5}g w/f;foL g} t'Nofpg] cj:yf b]lvPsf] 5 . dx+ËLn] cfdhgtf cfqmfGt ag]sf 5g . t;y{ Aofh b/nfO{ l56f]eGbf l56f] Psn c+sdf ;Lldt ul/g' kb{5 . ;fy} a]; /]6df lnOg] lk|ldod klg clwstd @ k|ltztdf l;ldt ul/g'kb{5 . cfufdL lbgdf C0f k|jfx ubf{ Aofhb/df z'?d} LUCK UP sf] Joj:yf klg ul/g'kb{5 eGg] xfd|f] ;'emfj 5 .

!^= cfd gful/sn] 7"nf] pT;fxsf ;fy nufgL u/]sf] kF"hL ahf/ / 3/hUuf sf/f]af/ w/f;foL ag]sf] 5 . o; If]qdf hfg] shf{sf] dflh{g Nofl08ªdf hf]lvd ef/ ! ;o %) k|ltzt ul/Psf] 5 . To;nfO{ ! ;o k|ltztdf emfl/g'kb{5 .

!&= d'n'sdf 5l/P/ /x]sf sl/j #% xhf/sf] ;+Vofsf ;xsf/Lx?nfO{ # vDa]] cy{gLltsf] cjwf/0ffdf /x]/ Jojl:yt u/L cfd hgtfsf] lxtdf kl/rfng ul/g'kb{5 . !\*= n3'ljQ ljQLo ;+:yfnfO{ ;j{;fwf/0fsf] lhjg:t/ ;'wf/ ug]{ dfWodsf ?kdf ljsf; ul/g'kb{5 / o;sf nflu cfjZos gLltut ;'wf/ u/L hgd'vL agfO{g'kb{5 .

!(= ;'zf;gsf] k|Tofe"ltsf nflu ;fj{hlgs ;]jf k|bfos lgsfox?af6 ;]jfu|fxLx?n] l56f] 5l/tf] / ;xh lsl;dn] ;]jf kfpg] u/L ;/sf/L ;]jf k|jfxdf **6fOd afp08** ACTION PlAN NofO{g'kb{5 .

@)= d'n'ssf] a[xQ/ cfly{s ;d'Ggltsf] nflu g]kfn r]Da/ ckm sd;{n] cfkm\gf cjwf/0ffx? g]kfn ;/sf/ ;dIf k|:t't ub{} cfPsf] 5 . o;} ;fwf/0f ;efn] klg d'n's ;fd' ljBdfg k|d'v cfly{s ljifox?df uxg 5nkmn u/L ;'emfjx? k|:t't ug{]5 . ;f]sf] sfof{Gjogdf g]kfn ;/sf/ nufot cGo lgsfoaf6 k"0f{ ;xof]u x"g]5 eGg] ck]Iff ub{5f}+ .

@!= ;du|df, d'n'ssf] ;jf{ËL0f cfly{s ;Da[l4 Pj+ pBf]u jfl0fHo If]qsf] k|j4{g / ;xhLs/0fsf nflu ug'kg]{ y'k} sfo{x? 5g\ . ;fy} cfly{s If]qdf s]xL lj;+ultx? 5g\ . tL ;a}nfO{ oxfF pNn]v ug]{ ;do xfdL;+u 5}g . To;}n] d'Vo d'Vo ljifox?nfO{ dfq d}n] o; ljlzi6 ;df/f]xdf ;+If]kdf lgj]bg u/]sf]x' . ;fy} cfly{s If]qdf ul/g'kg]{ ;'wf/ / rflng' kg]{ sbdsf ljifodf r]Da/sf] o; &@ cf}+ jflif{s ;fwf/0f ;efn] yk ljrf/ ljdz{ u/L lg0f{o ug]{5 . pQm lg0f{o g]kfn ;/sf/ Pj+ ;DalGwt lgsfox?df k|:t't ul/g]5 / To;sf] sfof{Gjogdf ;xof]u ug{ ;a}df ljgd| cg'/f]w klg ub{5' .

cGTodf, k|d'v cltly ;DdfggLo k|wfgdGqLHo", dfggLo cy{dGqL Ho", g]kfn ;/sf/sf ;lrj Ho"x? tyf pRr kbflwsf/L Ho"x?, dxfdlxd /fhb"t Ho"x?, Pj+ pkl:yt ;Dk'0f{ cltlyHo"x?df xflb{s :jfut clejfbg ub{5' .

wGoafb