

Brief information on Gandaki Bee Concern	
Name	GANDAKI BEE CONCERN
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Webpage	www.gandakinp.com
Contact person	Dev Bahadur Gurung / Mr.Bhusan Das Shrestha
Year of establishment	March 1990
Person starting the company	Mr. Dev Bahadur Gurung (Ex Indian Army)
Initial business ideas	Promotion of beekeeping
Company Ownership	Proprietorship
Company Motto	Beekeeping for Economic Prosperity, Employment, Ecological Balance and Sustainable Development”
Company Recognition	<ul style="list-style-type: none"> ➤ Resource Center recognized by Nepal Govt. ➤ Decorated with Prabal Gorkha Dakshin Bahu IV for outstanding contribution in promotion of beekeeping in Nepal.
Company development	Involved in complete honey value chain
Number of employees	40 employees including permanent and contract.
Salient feature	<ul style="list-style-type: none"> ➤ Forward backward linkage with beekeepers ➤ Modern European environment friendly honey processing plant.
Wings of Gandaki Bee Concern	<ul style="list-style-type: none"> ➤ Beekeeping Division. ➤ Bee products buying and selling Division. ➤ Honey processing Division. ➤ Marketing Division (domestic and international Marketing). ➤ Modern commercial Beekeeping Promotion Division (training, counseling, feasibility study, R&D, lobby).
Membership	<ul style="list-style-type: none"> ➤ Apiculturist Network Nepal ➤ Beekeepers Association of Nepal ➤ CSR Nepal, UN Global Compact ➤ American Beekeepers Association
Current activities	Involved in all value chain of honey sub sector from inputs supply to export.
Trainings	Conducted more than 250 batches of commercial beekeeping training and trained more than 5000 beekeepers.
Main products/services	Honey business along with beekeeping training, equipments and accessories selling and commercial beekeeping

Markets/customers	Local market/ middle and upper class customers
Company Own beehives	1500 beehives
Annual Sales turnover	US \$ 1000000/ App
Sale outlets	1500 local outlets
Forward /backward linkage	With more than 500 commercial beekeepers.

Gandaki Bee Concern Commitment to Global Compact

Brief Introduction of Gandaki Bee Concern in relation to Global Compact

Gandaki Bee Concern believes in fair business comprising comprehensive business and social factors like social inclusion, environment friendly, respecting international human rights, labour's feelings, fight against injustice and respect to senior citizen. It works on holistic approach complying UN Global Compact Principles and own business and social principles. The Gandaki Bee Concern has been playing catalytic and pivotal role in beekeeping promotion and development in Nepal with an objective to alleviate the poverty.

Gandaki Bee Concern has reflects 10 principles of UN Global Compact in its strategic business management. GBC also encourage other business institutes to adhere the principles of UN GLOBAL COMPACT.

Compliance of UN GLOBAL COMPACT Principles:

Human Rights:

P1: Business should support and respect the protection of international human rights within their sphere of influence:

In this regard Gandaki Bee Concern highly adheres and respects the protection of international human rights. The company never intimidate its employee to work under pressure. The company believe in democratic management where all have rights to express their feelings and opinion.

P2. Make sure they are not complicit in human rights abuses:

Gandaki Bee Concern also avoids business relationship with those organizations which explicitly and implicitly complicit human rights abuse.

Labour

P3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Gandaki Bee Concern encourage formation of beekeepers (honey suppliers) associations for collective bargaining and adequate honey supply, it also provided financial support to form beekeepers association in various districts. Moreover, Gandaki Bee Concern is also affiliated with various professional associations.

P4.The elimination of all forms of forced and compulsory labour:

Gandaki Bee Concern believes in high productivity of employees through freedom of work. Gandaki Bee Concern never and ever intimidates any form of compulsory labour. Employees have freedom to choose their interesting job based on their capacity go develop their career.

P5. The effective abolition of child labour:

Gandaki Bee Concern and its sister organizations (Gandaki Carpets Industry Nepal,Gandaki Pashmian Industry and Gandaki Shopping Centre), is very strict on employing child labours. It has no child labour in its company. It also tries to abolish child helper in other beekeeping organization.

P6. Eliminating of discrimination in respect of employment and occupation.

Gandki Bee Concern believes in free competition of the employees irrespective of sex, cast, age, and religion. However, during employee recruitment it gives high priority to disadvantage group. It has never discriminate and segmented the employees' benefits in respect of sex, age, race, cast religion etc. All employees are recognized equally without any discrimination.

Environment:

P7. Business should support a precautionary approach to environment challenges:

The success of Gandaki Bee Concern depends entirely on friendly environment challenges. Beekeeping can't be done without friendly environment. Moreover, beekeeping it self preserve the environment through pollination. The environment is the most successfully principles complied by Gandaki Bee Concern .It focuss precautionary environment challenges while imparting knowledge on beekeeping to the rural people.

P8.Undertake initiatives to promote greater environmental responsibility:

As stated above beekeeping profession itself is very environment friendly, the success of the profession entirely depends on environmental challenges. Gandaki Bee Concern has taken various initiatives to promote environment challenges. It has included environment course in its beekeeping curriculum and is promoting organic honey in domestic and international market. Gandki Bee concern is also lobbying with concern stakeholders and departments for bee friendly tree plantation. Gandaki Bee Concern has slogan that 'One beehive one plant". All it's stakeholders (beekeepers) have mandated to plant at least one plant for one beehive. If possible they will plant for tree, if not flower plant or vegetable plant. Moreover, Gandaki Bee Concern is also educating farmers not to use massive pesticide and insecticide in their agricultural farms.

P9. Encourage the development and diffusion of environment friendly technologies:

Initially the company used kerosene and firewood for honey processing which is health hazard and not environment friendly. After being active member of UN GLOBAL COMPACT, the company had procured a modern honey processing plant (machine) from

Denmark, which is very environment friendly and also, improve the quality of honey. As the plant being costly all the beekeepers can't afford it, so the company encourages other beekeepers to use procured plant for honey processing in Gandaki Bee Concern complex with nominal charges to avoid environment unfriendly practises.

Anti- Corruption

P10. Business should work against corruption in all its forms, including extorting and bribery.

The Gandaki Bee Concern is entirely against any sorts of corruption, extorting, bribery, commission and intimidate donation. The Gandaki Bee Concern being against such mal practise has to face much business grievance during migration of bee colonies. To eradicate such unfriendly practise Gandaki Bee Concern is forming beekeepers associations to fight against undue mal business practises.

Above 10 UN Global Compact principles has been part and parcel of Gandaki Bee Concern business management and we are strictly adhering it and educating other too. In addition to above principles we have developed **family friendly environment** in the organization to take care and respect to staff's family members. The system has developed organizational belongingness among the staff.

Secondly, GBC is also engaged in developing **beekeeping and honey business “Code of Conduct”** in Nepal in conformity with 10 UN Global Compact principles. The first National kick off workshop on “Code of Conduct” was held on 16th and 17th August 2007 and next 3-consequence meeting will be held very soon. Once the code of conduct is developed and mandated, it will be followed by all beekeepers in Nepal.

Thirdly, to respect and mobilize the latent skill and knowledge of senior citizen, Gandaki Bee Concern is campaigning to mobilized senior citizen in beekeeping. This module have helped senior citizen to be involve in social and economic activities and develop partial economic sustainability. In this regard Gandaki Bee Concern is giving first priority to senior citizen in training and other activities. Gandaki Bee Concern is pursuing international partners to implement joint partnership programme.