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February 10, 2023

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

RE: Statement of Continued Support

To our stakeholders:

I am pleased to confirm that Silver Mountain School of Hotel Management reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Samir Thapa
Founder & Chairperson
Silver Mountain School of Hotel Management

Please visit our website, www.silvermountain.edu.np

Silver Mountain School of Hotel Management
UNGC ID 8488
Member since March 17, 2007

Communication on Progress (COP)

February 10, 2023

Silver Mountain School of Hotel Management (SMSH), located at Lainchour, was established in 2002 aiming to provide world-class education in hotel and tourism management. We provide a four-year Bachelor's Degree in International Hospitality and Tourism Management in affiliation with Queen Margaret University, UK. We also provide a professional diploma in international culinary arts that leads to a two year hospitality degree along with opportunities to do their internship in the best hotels at national and international levels.

About Silver Mountain School of Hotel Management

Silver Mountain School of Hotel Management (SMSH) is a brainchild of four likeminded hotel educators and directors – Mr. Samir Thapa, Mrs. Rachana Thapa, Mrs. Ava Shah and Mrs. Sandipa Thapa. From our inception in 2002, we have tried to challenge ourselves and determinedly tried to become better and bigger in all aspect. This year when we received the 2nd Best School of Nepal (BHM) award, it reconfirmed our belief that we are indeed walking in the correct path.



We offer a recognized four-year Bachelor's degree in International Hospitality and Tourism Management along with Bachelor's in International Culinary Arts. Both of these degrees have been affiliated with Queen Margaret University, UK and have also been granted equivalence and approval from Curriculum Development Centre of Tribhuvan University in Nepal.

Our entire infrastructure is laid as per the international standards for training hospitality personnel. Our students have the much-required edge above the rest as they get regularly trained in a full-fledged and fully functional commercial hotel environment.

The school endows students with the capability to “take the classroom out of the classroom” with a hands-on experience of practical training. We have a distinct model of learning, strong research performance and a leading reputation for engagement with industry experts. With a culturally diverse campus life, we offer vibrant study and research programs that prepare graduates for workplaces of today and tomorrow.

SMSH works extremely hard to maintain sustainable practices as part of its core competencies. In this report, we'll highlight various Sustainable Development Goals that we have incorporated in our daily workings, events and programs in the year 2022.

Silver Mountains has taken strides in supporting the Sustainable Development Goals through various initiatives and activities, some of which include:

SDG 4 & 5: QUALITY EDUCATION & GENDER EQUALITY



Silver Mountain has always strived towards being extremely student centric, inclusive and progressive. We work hard at maintaining a balance between all genders in every program or event we organize. We accept anyone who meets the criteria for the program without any discrimination on the basis of gender, caste, creed, race or financial stature. We also have zero tolerance policy towards bullying, cyber bullying and harassment.

As we are a practical based learning school, we do not get many differently abled students but in

the past, we have had students with learning and speaking disabilities. We took extra measure to help them with their studies and every other support was essential for them to graduate and secure an internship in the 5-star hotels.

In order to make our own teachers equipped, they go through various kind of training so as to ensure they are capable to work and teach youths with disabilities. Moreover, Silver Mountain goes to various rural areas of Nepal where they do their best to empower women, children and elderly people from marginalised communities in every possible way; so that is both an empowering activity as well as a learning curve for our teachers and students.

Our classes are wheelchair friendly and have a lift (elevator) that makes it easy to go from one floor to the other. We also have medical procedure that every student has to go through while getting themselves admitted so that we are aware about their allergies in case any emergency happens.

Our academics team is extremely vigilant and non-judgemental regarding students and their issues. In case a student is going through any personal or issue relating to the studies, they always have counsellors and academic team to help them with utmost confidentiality. If and when necessary, we also suggest doctors with the consent of the student and parents. We have had students with anger issues, anxiety, depression but we have made sure that they are not rusticated from the school rather they are given a time period when they can re-join after they are better without any extra cost.

For students, who have taken long gap years and have been away from academia from a long time can still join our program, as age has never been a barrier. We have a lot of examples where students have restarted their journey as a student and made a career after acquiring a degree which is also a success story for the school.

LABOUR



Three major departments of Silver Mountain namely Academics, Finance and Marketing are led by three incredibly talented women-Mrs. Rachana, Mrs. Ava and Mrs. Sandeepa respectively; who are also the co-founders of the college. They vigorously work towards creating a woman centric empathetic workplace where everyone feels celebrated and mentored to help walk the corporate ladder.

The salary paid to the staff is not gender-biased and fair opportunity provided is to all. There are numerous training and upscaling programs like barista training, first aid, fire safety and so on. Cultural awareness and celebration are done on a regular basis which ensures higher job retention and satisfaction among the employees.



We also work towards uplifting the under privileged, disabled and financially backward communities, hence we provide training program especially curated for them. Job / internship opportunities are provided targeting marginalized communities and sectors that ensures upskilling, upscaling and higher employability of the labor.

SDG 13: CLIMATE ACTION



Creating sustainability practices and environmental awareness in our students and has one of our biggest concerns. We try to incorporate this practice by including courses like sustainable tourism and people planet and profit in their curriculum. We try to recycle every waste that comes out of our kitchen and try to save energy and resources by going digital in majority of our day-to-day work. There are various awareness related programs, events and practical that are based in and around climate and overall wellbeing of the planet we live in.

Furthermore, we organize various sustainable themed based practical which promote environmental awareness and encourage sustainable practices among students and staff. These sessions reducing food waste, promoting local and organic food, or highlighting plant-based options. Consider using ingredients that are locally sourced and in season, as well as options that are organic and free of harmful pesticides.

ANTI CORRUPTION



SMSH tries it's best to set a positive example by ensuring that the college's own operations are transparent, accountable and free of corruption. We have always worked towards promoting transparency and accountability within the college by implementing policies and procedures to prevent corruption, such as a whistle-blower policy, and encouraging ethical behavior among students and staff. We also focus on organizing events where topics such as ethics, transparency, and accountability in existing classes are discussed.

We also use the college's communication channels to raise awareness about corruption, its impacts and ways to combat it. Overall, we promote inspection, guidance and checking and promote anti-corruption session by organizing events, incorporating anti-corruption education in the curriculum, partnering with anti-corruption organizations, encouraging transparency and accountability, leading by example, and raising awareness about corruption. These efforts can help to educate and engage the college community and contribute to the fight against corruption.