



Ranked No. 1 Recruitment Agency with the highest deployment for the 5<sup>th</sup> time.



The River Overseas (P.) Ltd.

**Be Extraordinary!**

We help to achieve  
little extra than ordinary!

# ABOUT NEPAL



Nepal, situated in South Asia, shares its borders with India and China, encompassing an area of 147,181 square kilometers and a population of approximately 30 million. Kathmandu serves as the nation's capital and its largest metropolitan area. Renowned as the highest peak in the world Mount Everest and the birthplace of Lord Buddha, the epitome of peace and compassion, Nepal holds significant religious importance for both Hindus and Buddhists.



The country is a vibrant hub of festivals, with various regions celebrating diverse events throughout the year. Festivals often involve communal feasts and cultural activities, showcasing the rich tapestry of Nepali traditions. Central to Nepali culture is the value of religious harmony and mutual respect.

**According to Nepal Rastra Bank's annual data for 2022-23, the remittance inflow stood at \$9.33 billion in Nepal.**

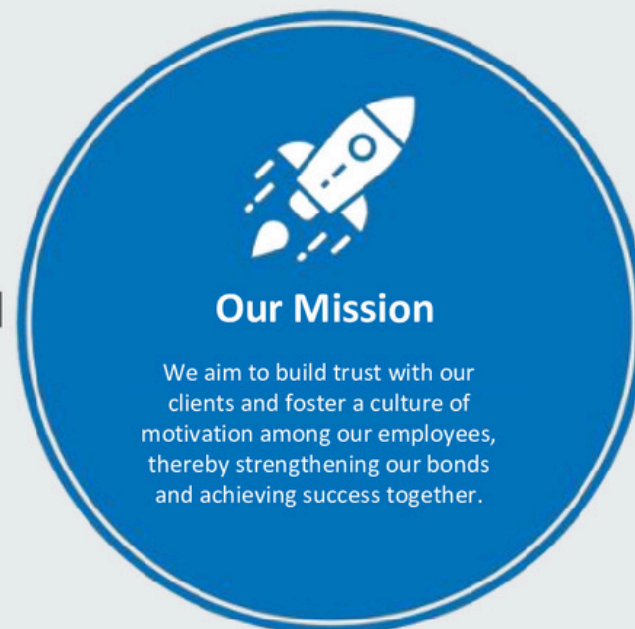
# WHY

## Nepalese Workforce?

1. As Nepalese professionals and skilled workers have worked in many countries throughout the world, are considered to be one of the most hard working, efficient and loyal workers in the world.
2. Nepalese people are known for their honesty and integrity. They can be truly trustworthy assets for your company.
3. Nepalese people have a great work ethic and they are known to be one of the most hardworking people. They give their 100% effort to their jobs especially if they feel sufficiently recognized and compensated for their efforts.
4. Nepalese people have mastered the art of resourcefulness and creativity and thus, working with them can be very flexible.
5. Nepalese people are well known for their humbleness, hospitality and friendliness which can translate quite well into the working environment.
6. The cost of hiring Nepalese workers is quite low compared to workers from another countries.
7. Nepalese people put a lot of passion into their work and are usually known to be dedicated to finishing the tasks that they have undertaken for the desire to go home with a sense of fulfillment of having accomplished much for the day.
8. Integrity is a very big part of Nepali culture and that can be seen in Nepalese workers as well. They possess capacity for hard work, and are diligent and well-disciplined

# CHAIRMAN PROFILE

- The River Overseas was founded by Mr. Puri in 2003 with the mission of uplifting the social and economic status of unemployed Nepalese through the facilitation of employment opportunities abroad.
- With over two decades of expertise in overseas human resources recruitment and deployment.
- TRO boasts a paid-up capital of NRS 22.5 million, resulting in a turnover of NRS 95 million.
- Having served more than 1000 international clients and achieving over 100,000 successful deployments.
- Mr. Raghu Puri has expanded his enterprise from a single company to a network of 15 companies.
- The River Group is diversifying its interests across various industries nationwide, including hydropower (500MW), hospitality, training and development, security, social services, agriculture, medical solutions, travel and tourism, visa services, information technology, and transportation, thus fostering opportunities for growth and development.
- Recognized as the top recruitment company by the Nepal Department of Foreign Employment (DOFE) for the fifth time, including four consecutive years.
- River Overseas has expanded its presence into Malaysia through a joint venture, establishing Agency Pekerjaan River Overseas Sdn. Bhd.
- Moreover, Mr. Puri has been honored with an honorary doctorate, receiving the "Professional Doctoral Certificate in Global Leadership & Management" from the European International University (EUI) in Paris, France, Europe.



Mr. Raghu Puri | Chairman

# SYNOPSIS

The River Overseas at a Glance!

The River Overseas Pvt. Ltd. (TRO), a leading manpower recruitment agency in Nepal. Since our establishment in 2003, we have continuously ranked as the No. 1 agency in our field. Our company is RBA trained and ISO 9001:2015 certified, ensuring high-quality services.



100,000+  
Deployments

15 July  
2003  
INCORPORATION

1000+  
VALUED CLIENTS

At TRO, our primary focus is on the placement of skilled and qualified candidates in Malaysia, Europe and other GCC nations. We specialize in recruiting candidates for various industries such as manufacturing, agriculture, oil & gas, hotels & restaurants, event management, retail sales & marketing, logistics, construction, aviation, security, maintenance & cleaning, and more.

We take pride in building long-lasting relationships with our clients and genuinely care about their success. Our dedicated team of in-house experts, with extensive experience across different sectors and industries, is always ready to assist with shortlisting and selecting applicants based on specific job requirements in destination countries. With our committed and highly skilled recruitment team, we strive to generate innovative ideas and utilize our expertise to achieve our goals.

# ORGANIZATIONAL CHART

Chairman

Admin Manager

Manager

Marketing, Compliance & Liaison

Finance Head

Chief Executive Officer

Ticket Department

Admin Officer

Document Department

Reception/Front Desk

Office Assistant

Drivers

Labour & Immigration  
Department

Marketing

Compliance & Grievances  
Head Office/Branches

Reception/Front Desk

Accountant/Cashier

Kitchen Department

Cleaning/Logistic Dept.

HR & Recruitment Manager

Sr./Recruitment/Asst. Manager

Recruitment Coordinator

Public Relation Officers

International Marketing

Business Development Officer

Training Department

Branch Office/Team

Pokhara

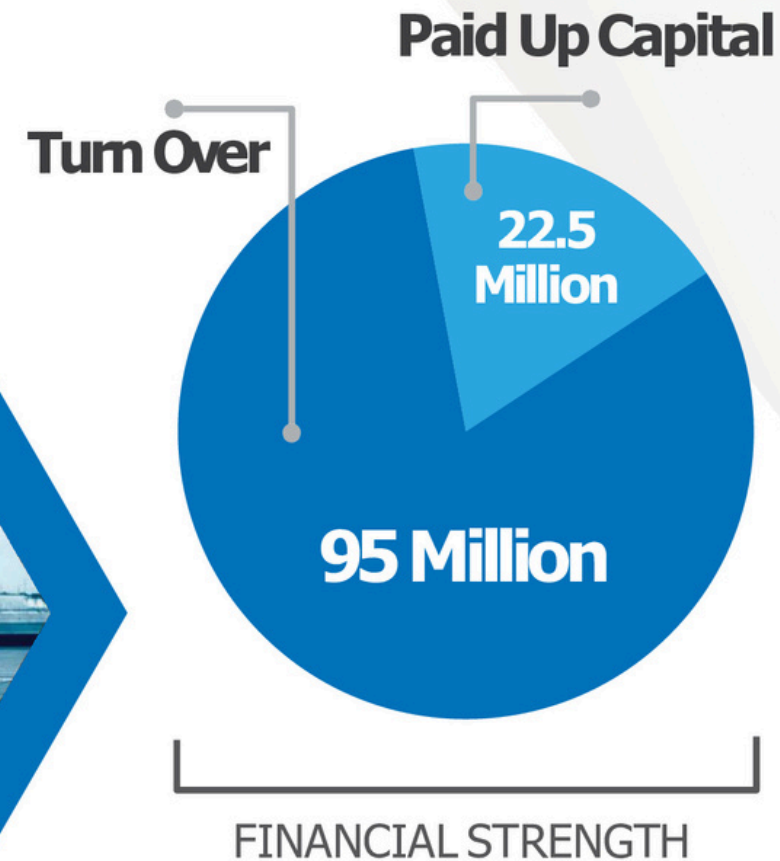
Itahari

Butwal

Chitwan

Birtamod

# ABOUT THE RIVER OVERSEAS!



Established in 2003 and officially registered with the Government of Nepal, particularly the Department of Labor and Employment Promotion under License No. 406/060/61, The River Overseas (P.) Ltd. is dedicated to fostering employment opportunities for Nepalese workers abroad.

Our main goal is to supply a committed, dependable, and skilled unskilled, semi-skilled, and skilled workforce to our valued clients. Our notable achievements include RBA Certification, recognition as the Best Leader in niche markets, and obtaining a GLAA License from the UK.

*Ranked No.1 yet again...!!*



 Battisputali, Gaushala, Kathmandu, Nepal

 [admin@theriveroverseas.com](mailto:admin@theriveroverseas.com)

 +977-1-4562431 | +977-1-4562432

 [www.theriveroverseas.com](http://www.theriveroverseas.com)

# OUR FACILITIES





# TRO and Ethical Recruitment

## “Principle”

Recruitment practices are transparent and fair, and direct recruitment is encouraged.

## “Key Message”

Workers understand and can freely accept or reject employment.

## “Definition”

“A process of hiring workers that is based on transparency and fairness, upholding honesty, responsibility, respect



## “Human Trafficking Defined”

The United Nations Convention against Transnational Organized Crime describes human trafficking as the acquisition, holding or transport of people by improper means such as force, fraud or deception, with the aim of exploiting them.



## ETHICAL RECRUITMENT STANDARDS IN PRACTICE



## What is expected at sites?

- A recruitment policy describing ethical recruitment practices.
- A non-discrimination policy to control discrimination during recruitment.
- Documented due diligence of third parties.
- Recruitment records - including fees, contracts, and payslips.
- Subcontractor records - including fees, contracts, and payslips



## Facts:

- Migrants are often more vulnerable to exploitation such as low wages, poor working conditions and excessive hours.
- There are around 150 million migrant workers globally.
- Around 20.4 million of these are in low and lower-middle income countries.
- 9.1 million internal and international migrants are victims of forced labour.



## The Fair Recruitment Initiative

The Fair Recruitment Initiative (FRI) was launched in 2014 as part of the ILO Director General’s call for a Fair Migration Agenda. Since its launch, the FRI has been critical to ILO’s work in the area of national and international recruitment of workers and has added renewed impetus and visibility to this important topic.



Our Recruitment “End to End” process is strictly in compliance with the following International institution initiatives (Global Forum) that are involved in “Ethical and Responsible” Recruitment.





SECURITY



HOSPITALITY



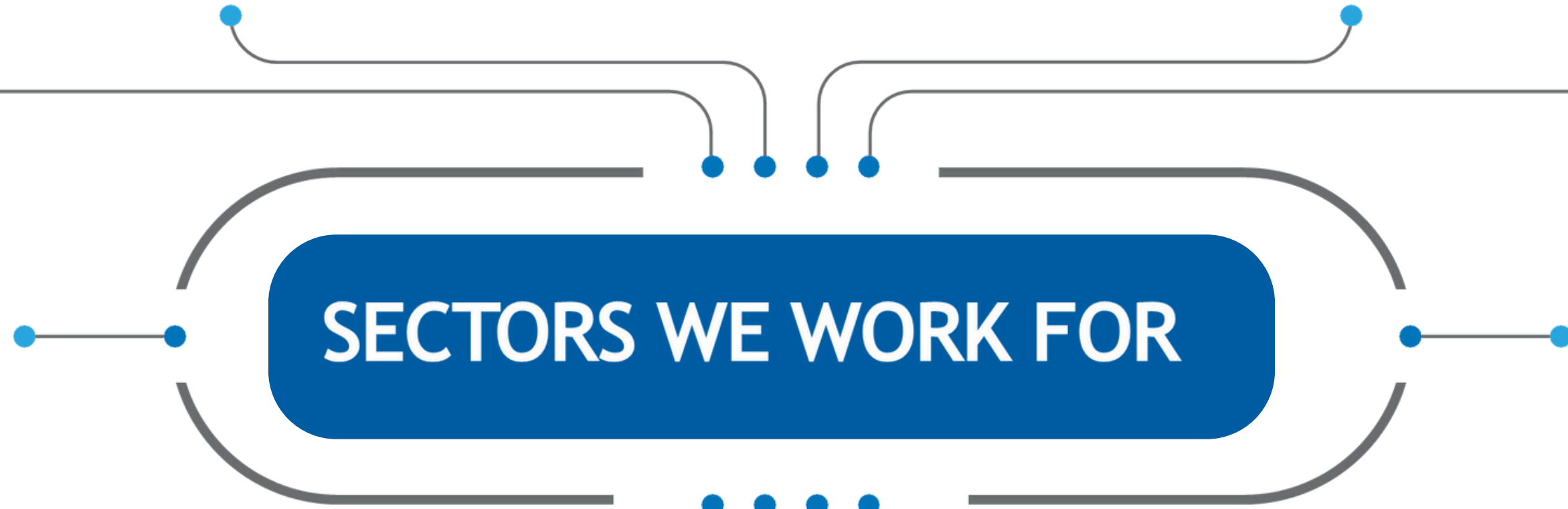
OIL & GAS



HEALTH CARE



AVIATION



ONSHORE/OFFSHORE



FACILITY MANAGEMENT



ENGINEERING



SALES & MARKETING



CIVIL, CONSTRUCTION & MECHANICAL

# OUR ASSOCIATE PARTNERS



We are growing....

# RECRUITMENT PROCESS

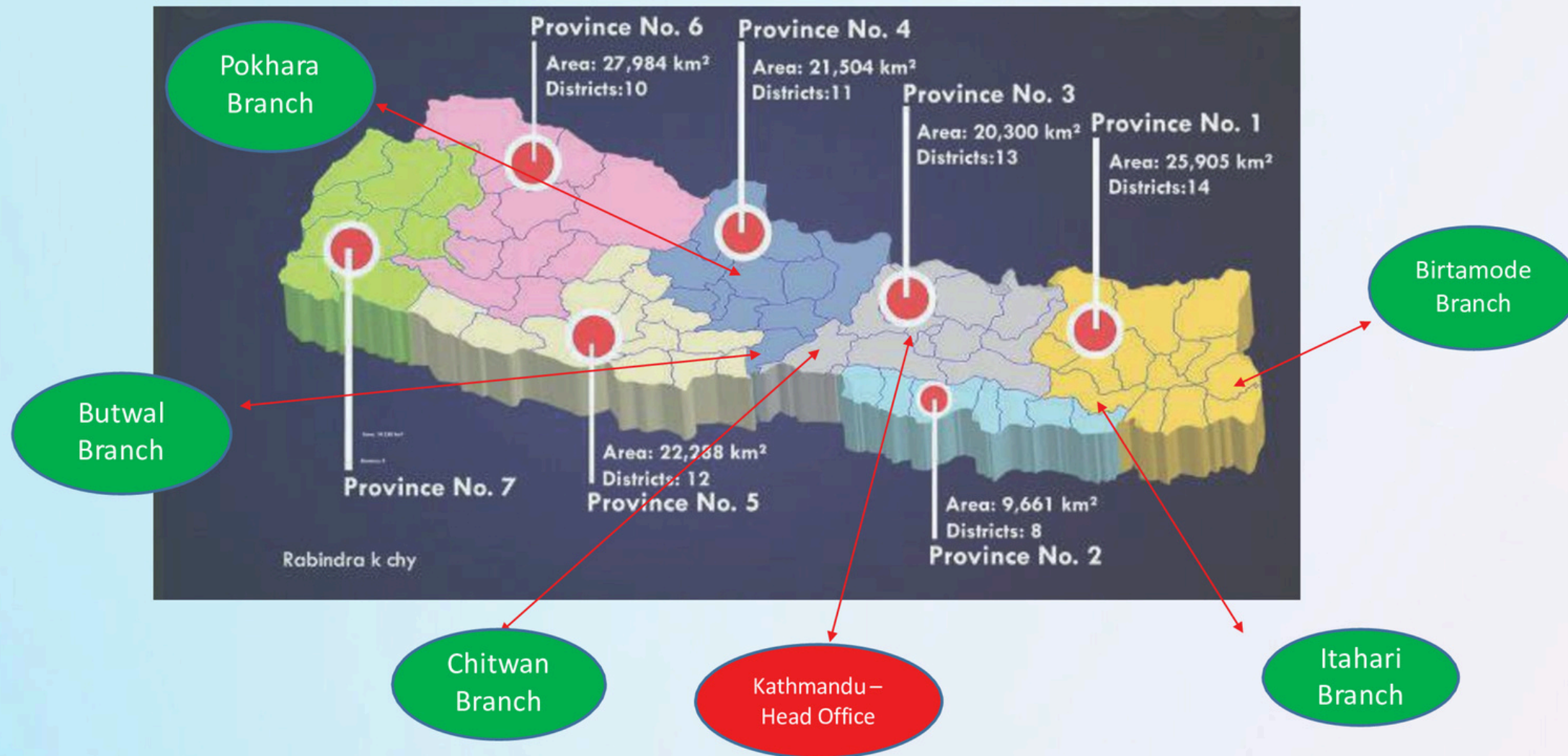


# Pre Departure Orientation



# TRO MARKET PENETRATION

## Our network in Nepal



## OUR APPROACH



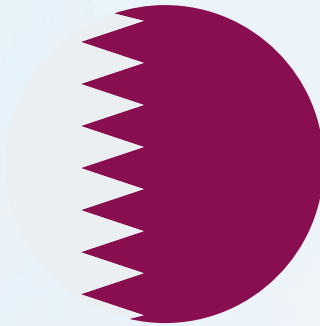
# OUR REACH



SAUDI ARABIA



UAE



QATAR



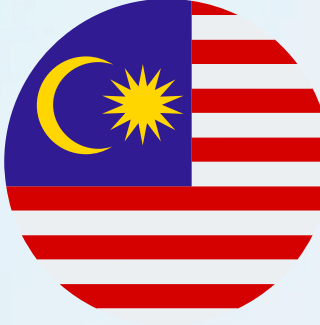
KUWAIT



BAHARAIN



OMAN



MALAYSIA



UK



JAPAN



EUROPE

Republic: 2012/01/18 A.D.  
Asst. Registrar

Government of Nepal  
Ministry of Industry  
**Office of the Company Registrar**  
(Official Seal)

Registration No.: 24438/059/60

**CERTIFICATE OF INCORPORATION OF COMPANY**

This certificate of incorporation has been issued to M/s **The River Overseas Private Limited** having incorporated it on **15 day of July 2003**, pursuant to Sub-Section (1) of Section 5 of the Companies Act, 2006.

Date: 2003/07/15 (Signed) Asst. Registrar

TERMS: The business as per the objectives of the Company should be carried out only after obtaining permission from the concerned body if it is required to be obtained in accordance with the law because the registration of the Company shall not be deemed to have also been granted license for implementation of the objectives.

His Majesty's Government  
Ministry of Labour and Transport Management  
Department of Labour and Employment Promotion

Licence No.:406/060/61 Date: 28-10-2004 A.D.

**Licence**

This licence has been given to **The River Overseas Pvt. Ltd.**, authorizing to carry on foreign employment business, subject to the Foreign Employment Act, 1985, the Foreign Employment Regulation, 1999 and the terms and conditions specified in this licence.

**Licence issuing authority:**  
Name: Pratip Kumar Pathak  
Designation: Director General  
Signature: Sd.  
Date: 28-10-2004 A.D.

Date: 18-11-2011 A.D.

General Membership No: 13752

**NEPAL CHAMBER OF COMMERCE**  
Kathmandu  
**General Membership Certificate**

The General Membership Certificate of Nepal Chamber of Commerce is provided to **The River Overseas Pvt. Ltd.**

Sd. Chairperson Sd. Honorary Secretary General

Note: This certificate shall be done membership renewal after completion of every fiscal year within 35 days by submitting annual fee.

Government of Nepal  
Ministry of Finance  
Department of Inland Revenue  
(Official seal)

**Permanent Accounts Number (PAN) Registration Certificate**

Date: 03 11 2003  
Date of value added tax registration: Day Month Year

PAN: 301509901  
Office of Inland Revenue: Kathmandu 3

Name of Taxpayer: **The River Overseas Pvt. Ltd.**  
Type of Taxpayer: Private Limited  
Address: Ward No. 9, Dhapasi  
V.D.C.: Dhapasi  
Kathmandu  
Business Activities: Foreign Employment

Sd. Tax Payer's signature Sd. 2009/06/09 Signature of Tax Officer

**Notes to be added by the taxpayer:**

- Bill and invoice shall be compulsorily issued at the time of transaction.
- A person who is going to be registered in VAT, shall submit the statement of VAT and pay amount of VAT within 25 days after expiry of every tax period (every month or every two month or every four month)
- A person who is carrying on the business subject to excise duty, shall submit monthly statement and pay amount of excise duty within 25 days after expiry of every month unless the arrangement has been made otherwise.
- Tax return is not submitted and amount of tax is not paid in time, fine interest and fine shall be imposed.
- If tax return is not submitted and amount of tax is not paid in time, fine interest and fine shall be imposed.
- This certificate shall be displayed at the place of transaction main office in manner conspicuous to all.
- Please keep contact with this office if there is any change.

Membership Regd. No.: LC 071 Membership Regd. Date: 31-07-2023AD

**CNI**  
**Talking Business Talking Change**

**Lifetime Corporate Certificate**

The Lifetime Corporate Membership Certificate has been conferred to **MS River Group Pvt. Ltd.** pursuant to Constitution of Confederation of Nepalese Industries.

Sd. Director General Sd. Coordinator Sd. Chairperson

Confederation of Nepalese Industries

**Certificate of Attendance**

This certificate has been awarded by Verité to **Ursi Gurung**  
The Organization: **The River Overseas Pvt. Ltd**  
for participation in the RBA Labor & Ethics Lead Auditor Course, which took place in Kuala Lumpur, Malaysia from September 24-28, 2018.

*This Certificate serves as a record of attendance only and is not valid for the purposes of auditor certification.*

Signature: Ms. Lydia Long  
Name: Ms. Lydia Long  
Training Program Director, Verité

VERITÉ Fair Labor. Better World.

Responsible Business Alliance Advancing Sustainability Globally

**Certificate of Registration**

This is to certify that **The River Overseas Pvt. Ltd.**  
Surya Bikram Gyawali Marg, Kathmandu - 44600, Nepal

has been assessed by RICL and found to comply with the requirements of **ISO 9001 : 2015**  
Quality Management System

For the following activities:  
**Provision of International Manpower Recruitment Services.**

This Certificate is Valid from 11/07/2018 Until 10/07/2019

Date of Initial Certification: 11/07/2018  
1st Surveillance on or before: 10/06/2019  
1Ind Surveillance on or before: 10/06/2020  
Certification Valid Until: 10/07/2021

Certificate No.: 18UQ07AM

UAF is a full member of International Accreditation Forum (IAF)

United Accreditation Foundation  
3510, Colmar, Norfolk, VA 23509, United States of America.

Royal Impact Certification Ltd.  
A-98, Ground Floor, Sector-2, Noida - 201301, India.  
www.issarainstitute.org, info@issarainstitute.org  
Phone: +91 120 4113893, 9781618784  
This Certificate can be verified at: www.issarainstitute.org

Walmart.org foundation

**ISSARA ACADEMY**  
CERTIFICATE OF TRAINING

THIS CERTIFICATE IS PRESENTED TO **Mr. Gopal Prasad Acharya**  
from **The River Overseas Pvt. Ltd.**  
has completed Issara Academy Module on **"Ethical Recruitment: Understanding New Requirements in Global Supply Chains"**

Kathmandu, Nepal  
4 July 2023

OHNMAR EI EI CHAW  
Regional Director

www.issarainstitute.org







# Our Top Prestigious Clients

## Malaysia

 <p>DindingsTyson</p>	 <p>Malayan Flour Mills Berhad</p>	 <p>Sime Darby Developing Sustainable Futures</p>	 <p>Hartalega</p>	 <p>Western Digital®</p>	 <p>risen solar technology</p>
 <p>HITACHI Inspire the Next</p>	 <p>SONY</p>	 <p>KAM SECURITY SERVICES SDN BHD</p>	 <p>SECURIFORCE SDN BHD</p>	 <p>Fuji Seats</p>	 <p>Brightway</p>
 <p>KLK</p>	 <p>CLAB Construction Labour Exchange Centre Berhad</p>	 <p>LEOPAD</p>	 <p>DERMASCIENCE SDN BHD QUALITY MAKES DIFFERENCE</p>	 <p>DE CANS CANS SERVICES SDN BHD</p>	 <p>MFE   aluminium formwork® speed • quality • efficiency</p>
 <p>JAYA JAYA NETS SDN BHD</p>	 <p>MTL The Right Partner Always</p>	 <p>SCOPE</p>	 <p>PROSONIC</p>	 <p>GETHÁ Since 1989</p>	 <p>IMI</p>



# Our Top Prestigious Clients

## United Arab Emirates




# Our Top Prestigious Clients

## Kingdom of Saudi Arabia




# Our Top Prestigious Clients

## State of Qatar

 <p>ALMANA GROUP W.L.L.</p>	 <p>دلسكو DULSCO</p>	 <p>النصر ستار للخدمات الامنية AL NASR STAR SECURITY SERVICES</p>	 <p>KRH</p>	 <p>مواصلات mowasalat</p>	 <p>BATEC Contracting &amp; Trading</p>	 <p>شركة الخليج للمخازن Gulf Warehousing Company</p>
 <p>AMIMI</p>	 <p>الملاحة القطرية QATAR NAVIGATION</p>	 <p>خزان Khazan</p>	 <p>HABTOOR LEIGHTON GROUP</p>	 <p>AZADEA</p>	 <p>AL MUKHTAR</p>	 <p>QBS International</p>
 <p>NETJOUR</p>	 <p>TEYSEER GROUP</p>	 <p>ميدجولف MEDGULF</p>	 <p>تراجز للهندسة TRAGS ENGINEERING</p>	 <p>المانع AL MANA</p>	 <p>Hamton International W.L.L.</p>	 <p>المؤيد للتكييف Almoayyed Air Conditioning</p>
 <p>Dar Al Rokham</p>	 <p>ARGON GLOBAL AG</p>	 <p>1980 UNIBETON ready mix</p>	 <p>SAMSUNG SAMSUNG C&amp;T</p>	 <p>إسكان ISKAN GROUP FOR TRADING &amp; CONTRACTING W.L.L.</p>	 <p>Tanzifco</p>	 <p>ESTERO S.P.A.</p>



# Our Top Prestigious Clients

## State of Kuwait




# Our Top Prestigious Clients

UK

Bahrain

Japan

Oman

Poland

# OUR GLOBAL PRESENCE

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- **The River Overseas Pvt. Ltd.**

Battisputali, Gaushala, Kathmandu, Nepal  
+977-1-4562431/4562432  
admin@theriveroverseas.com

- **International Offices**

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50480 Kuala Lumpur.  
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Dubai, United Arab Emirates

