

UNDERGUIDE

Diversity and Inclusion Policy

At UNDERGUIDE, we understand that diversity and inclusion are essential to our success in providing exceptional event and travel services. As a company that works with clients and guests from all over the world, we are committed to fostering a culture of respect, understanding, and inclusion. We value the diverse perspectives, experiences, and backgrounds of both our employees and the guests we serve.

1. Commitment to diversity

We embrace diversity in all its forms, including but not limited to race, ethnicity, nationality, gender identity, sexual orientation, age, religion, disability, and marital status. Our team is made stronger by the wide range of experiences and perspectives that our employees, vendors, partners, contractors, and clients bring to the table. We strive to ensure that our events and travel experiences reflect the rich variety of cultures and communities we work with.

2. Inclusion in the workplace

We are committed to creating an inclusive and supportive environment for our employees, where everyone feels respected, valued, and empowered to contribute their best. This includes:

- Ensuring all employees, regardless of background, have equal opportunities for career growth and development.
- Promoting an open and accessible workplace that encourages creative input and collaboration.
- Fostering a team culture that values different viewpoints and celebrates our differences.

3. Equal opportunity

At UNDERGUIDE, we provide equal employment opportunities and ensure that all hiring, promotion, and professional development decisions are based on merit, skills, and performance, without any form of discrimination. Our recruitment process seeks individuals who not only bring expertise but also a passion for diversity and inclusion.

4. Serving diverse clients and guests

We take pride in delivering exceptional experiences for our international clients and guests. We are committed to:

- Understanding and respecting the cultural nuances and expectations of the diverse groups we serve.

- Providing a welcoming environment where every guest, regardless of their background, feels comfortable and valued.
- Tailoring our event offerings to ensure that every guest's needs and preferences are met with cultural sensitivity.

5. Addressing discrimination and harassment

We have a zero-tolerance policy for any form of discrimination, harassment, or bias, whether it occurs in the workplace or during the events we organize. All employees and guests deserve to be treated with dignity and respect. We encourage everyone to report any instances of discrimination, and we will act promptly to address any issues raised.

6. Measuring success and continuous improvement

We regularly assess our diversity and inclusion efforts through employee feedback, client surveys, and other performance metrics. We are committed to transparency and will continuously refine our strategies to ensure we are meeting our goals.

7. A Commitment to growth

As we continue to expand our services to international clients and guests, we recognize that our diversity and inclusion initiatives must evolve with the changing global landscape. We remain committed to embracing new ideas and best practices to create an even more inclusive environment for both our team and the clients we serve.