

UNDERGUIDE Travel- and Event Agency

Company Statement

on

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The UNDERGUIDE Travel and Event Agency was founded in 2005 with a clear commitment to delivering exceptional international events while operating with a deep sense of responsibility toward our colleagues, guests, and the communities we serve.

From the very beginning, we have strived to build an organization that upholds the highest standards of service and integrity.

Our core values, including sustainability, human rights, working conditions, and ethical practices, are integral to how we conduct our operations. Whether in our office, with a team of 10, or on-site at events with 1,000+ attendees, we ensure that our policies are consistently applied.

At every step, we are dedicated to making a positive impact, both within our company and in the global events we organize.

Sustainability and Environmental Responsibility

We recognize the significant impact our industry has on the environment, and we are committed to minimizing this footprint. We prioritize sustainability by adopting eco-friendly practices across all operations. This includes minimizing energy consumption, reducing waste, and ensuring that every aspect of our events, from travel to materials, follows green principles. We aim to achieve a zero-waste focus, carefully considering packaging and disposal to ensure responsible management. At both the office and event sites, we are continuously working toward reducing our carbon footprint through sustainable choices, eco-friendly transportation options, and waste minimization initiatives.

Labor and Human Rights

We uphold the highest standards of labor and human rights, ensuring fair treatment for all employees and contractors, both within our office and at events. This includes adhering to international labor laws, providing fair wages, and fostering a respectful work environment where all individuals are treated with dignity and equality. We strictly prohibit forced, bonded, or child labor, and we support the right to freedom of association and collective bargaining. All our partnerships and suppliers must comply with these ethical standards, ensuring that human rights are respected throughout the entire event lifecycle.

Working Conditions

We are committed to creating a safe, supportive, and inclusive work environment for our team, both in the office and on event sites. This includes ensuring the availability of necessary resources, clear communication, and reasonable working hours. We strive to provide fair compensation and benefits while promoting a healthy work-life balance. In our event operations, we ensure that working conditions for all staff members, including temporary event workers, meet or exceed local labor laws and safety standards.

Health and Safety

The health and safety of our employees, partners, and event attendees are of paramount importance. We implement strict health and safety protocols both in the office and during events, from emergency response procedures to first-aid training and beyond. At our events, where large numbers of people gather, we take extra measures to ensure that emergency plans are in place, medical staff are on-site if necessary, and all health guidelines are followed. We continuously evaluate and improve our processes to ensure that all risks are minimized, and our teams are well-prepared to handle any unforeseen circumstances.

Career Management and Training

We are deeply committed to the professional development of our employees. By providing career management tools, continuous training, and growth opportunities, we ensure that everyone has the chance to advance within the company. This includes both skill development in the office and on-site at events, where employees can gain valuable experience, leadership exposure, and the opportunity to expand their skill sets. We encourage mentorship, internal mobility, and continuous learning, as we believe that a skilled and motivated workforce is key to our collective success.

Diversity and Equity

Diversity, equity, and inclusion are not just values but fundamental principles that shape our company culture. We embrace diversity in all its forms—whether based on race, gender, nationality, sexual orientation, or background—and strive to ensure that every employee, guest, and partner feels valued, respected, and included. We are dedicated to promoting an equitable workplace where all individuals have equal access to opportunities for advancement, and where diverse perspectives are actively encouraged and incorporated into decision-making processes. We are committed to fostering a culture that celebrates uniqueness and inclusivity in both our office and at our events.

Energy Consumption and Zero Waste Focus

As part of our commitment to sustainability, we actively manage our energy consumption and continuously explore ways to reduce our environmental impact. Our goal is to reduce the energy used in our office space and during events, through the adoption of energy-efficient technologies, renewable energy sources, and careful planning to optimize resource usage. Our zero-waste approach ensures that we divert as much waste as possible from landfills, utilizing recycling programs and minimizing single-use items in our operations.


Responsible Information Management and Anti-Corruption

We take data protection and responsible information management seriously. We comply with all relevant data protection laws, ensuring that personal and sensitive information is handled securely and respectfully. We hold ourselves to the highest ethical standards and maintain transparency and accountability in all our dealings. This includes a strict anti-corruption policy, ensuring that no bribery or unethical conduct is tolerated in any of our business activities, whether in the office or at events. We adhere to international standards for ethical conduct and require all partners and suppliers to do the same.

Conclusion

At the UNDERGUIDE, we are committed to sustainable practices, ethical labor standards, and creating an inclusive environment where all employees and event participants are treated fairly and respectfully. We believe that by prioritizing these policies, we not only create a positive impact on the world but also foster a thriving and dynamic organization that contributes to the success of our clients and partners globally. We will continue to refine and evolve these policies, striving to be an example of ethical business conduct and responsibility in every aspect of our operations.

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