

## **Diversity and Equality Policy**

### **Diseño e Innovaciones Feriales, S.L. (Difer – Event Crafting)**

#### **1. Introduction**

Diseño e Innovaciones Feriales, S.L. ("Difer – Event Crafting") is committed to fostering a diverse, inclusive, and equal workplace where all individuals are treated with dignity and respect. We recognize that diversity and equality are fundamental to our success and innovation in the event design and exhibition industry.

#### **2. Scope**

This policy applies to all Difer – Event Crafting employees, contractors, suppliers, clients, and other stakeholders associated with our operations. It covers all aspects of employment, including recruitment, training, career development, promotions, and workplace culture.

#### **3. Our commitment to Diversity and Equality**

Difer – Event Crafting is dedicated to:

- Promoting an inclusive culture that values different backgrounds, perspectives, and experiences.
- Ensuring equal opportunities for all, regardless of any of the nine protected characteristics under equality law: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- Preventing discrimination, harassment, and bias in the workplace and supply chain.
- Encouraging diverse representation in leadership and decision-making roles.

#### **4. Recruitment and career development**

Difer – Event Crafting strives to:

- Implement fair and transparent hiring practices that ensure equal access to opportunities.
- Provide training and development programs that support career progression for all employees.
- Encourage underrepresented groups to apply for roles and leadership positions within the company.

#### **5. Workplace culture and inclusion**

Difer – Event Crafting promotes:

- A respectful and inclusive work environment where everyone feels valued.

- Policies and practices that support work-life balance and accommodate individual needs.
- Open communication channels to address concerns related to discrimination, bias, or inequality.

#### **6. Supplier and partner expectations**

We expect our suppliers, subcontractors, and business partners to uphold similar commitments to diversity and equality. We prioritize working with organizations that share our values and take steps to prevent discrimination within their operations.

#### **7. Reporting and accountability**

Employees and stakeholders are encouraged to report any incidents of discrimination, harassment, or inequality. Reports can be made confidentially through our designated reporting channels. Difer – Event Crafting ensures that all concerns are addressed promptly and fairly.

#### **8. Monitoring and review**

This policy will be reviewed annually to ensure its effectiveness and alignment with best practices and legal requirements. Difer – Event Crafting is committed to continuous improvement in fostering an inclusive and equitable workplace.

#### **Policy Review**

This policy will be reviewed annually to ensure alignment with evolving sustainability standards, stakeholder expectations, and industry best practices.

#### **Signatory**

This policy is endorsed by:

Johannes Siems  
Founding Partner & CSO  
21/03/2025



#### **Availability**

This policy is accessible to all employees, customers, suppliers, and the public. It is available on our website and may be sent to the interested parties by email.