

EQUALITY AND DIVERSITY POLICY 2026

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 is fundamental to our success and innovation in the event design industry.

2. Scope

This policy applies to all employees, contractors, suppliers, and clients associated with our operations. It covers recruitment, training, career development, and workplace culture.

3. Our Commitments & Values

At DIFER, we promote an inclusive culture that values different backgrounds and experiences. We ensure equal opportunities for all, regardless of the **nine protected characteristics** under equality law:

- Age.
- Disability.
- Gender reassignment.
- Marriage and civil partnership.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.

4. Recruitment and Career Development

We implement fair and transparent hiring practices to ensure equal access to opportunities. We encourage underrepresented groups to apply for leadership positions within the company.

5. Supplier and Partner Expectations

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

6. Reporting and Accountability

DIFER encourages employees to report any incidents of harassment or inequality through our confidential reporting channels. We ensure that all concerns are addressed promptly and fairly.

7. Monitoring and Annual Review

This policy is reviewed annually to ensure its effectiveness and alignment with industry best practices. We are committed to continuous improvement in fostering an equitable workplace.

Policy Review

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

Signatory

Signed: 

Name: Johannes Siems

Position: Founding Partner & CSO

Date: February, 2026

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.