



DIVERSITY, EQUITY AND INCLUSION POLICY

Introduction

At Hotel I Dammusi di Borgo Cala Creta, we are committed to fostering a diverse, equitable, and inclusive workplace. This policy outlines our approach to creating an environment where all employees feel valued, respected, and have equal access to opportunities and resources, regardless of their race, gender, religion, age, disability, sexual orientation, nationality, or any other characteristic.

Scope

This policy applies to all our employees, contractors, clients, and partners.

Our Commitment

1. **Diversity:** We value the different perspectives and experiences that a diverse workforce brings. We are committed to ensuring diversity in race, gender, age, religion, disability, sexual orientation, and socio-economic background.
2. **Equity:** We strive to provide equal opportunities to all employees and applicants. We are dedicated to creating a workplace free from discrimination, harassment, and victimization.
3. **Inclusion:** We aim to create a work environment where everyone feels valued, included, and able to reach their full potential. We respect and appreciate differences in our employees and believe that everyone has the right to be treated with dignity and respect.

Responsibilities

- Management is responsible for setting an example, promoting DEI, and ensuring adherence to this policy.
- HR will implement and monitor DEI initiatives and practices.
- All employees are expected to support this policy and uphold its principles in their daily work and interactions.

Recruitment and Employment

We are committed to fair and unbiased recruitment, selection, training, and promotion practices. We will:

- Ensure job descriptions focus on essential and measurable criteria.
- Use diverse interview panels where possible.
- Provide equal opportunities for training and development.



Workplace Culture

We are dedicated to fostering a workplace where diversity is celebrated, and all employees feel included. We will:

- Encourage open and respectful communication.
- Recognize and celebrate cultural and individual diversity.
- Provide support networks and forums for underrepresented groups.

Training and Development

We will provide regular DEI training to all employees, focusing on:

- Understanding and valuing diversity.
- Recognizing and addressing unconscious biases.
- Promoting inclusive behaviours and practices.

Complaints and Grievances

We have a zero-tolerance approach to discrimination. Employees can raise concerns or complaints through our HR department. All complaints will be taken seriously and investigated promptly and confidentially.

Monitoring and Review

This policy will be monitored and reviewed annually to ensure its effectiveness. We will:

- Collect and analyse diversity data.
- Review recruitment and promotion patterns.
- Seek employee feedback on DEI practices.

Contact Information

For more information or to discuss this policy, please contact: info@calacreta.com