# Diversity, Equity & Inclusion

Our Diversity, Equity, and Inclusion (DEI) Policy is crucial for promoting a workplace that values diversity, ensures equity, and fosters inclusion for all employees.

## Travel Blue Diversity, Equity & Inclusion Policy

**Policy Statement:**

At Travel Blue Ltd., we are committed to fostering a workplace culture that celebrates diversity, promotes equity, and embraces inclusion. We believe that a diverse and inclusive work environment not only enriches our organization but also drives innovation, creativity, and overall success. This policy outlines our dedication to creating a diverse, equitable, and inclusive workplace.

**Key Objectives:**

- Diversity: We aim to celebrate and respect the unique backgrounds, perspectives, experiences, and identities of all our employees, customers, and stakeholders.
- Equity: We are dedicated to ensuring that every employee has access to equal opportunities, fair treatment, and resources to succeed in their roles.
- Inclusion: We strive to create a sense of belonging for every individual, where all voices are heard, valued, and included in decision-making processes.

**Responsibilities**:

- Management: The management team is responsible for setting DEI goals, allocating resources, and ensuring compliance with this policy.
- Employees: All employees are encouraged to embrace and promote DEI principles, contribute to an inclusive workplace, and report any concerns regarding diversity, equity, and inclusion.

**Diversity and Representation:**

- Recruitment: We are committed to attracting and hiring a diverse workforce, reflecting the communities and markets we serve.
- Promotion: We will provide equal opportunities for professional growth and advancement to all employees, regardless of their background.

**Equity and Fair Treatment:**

- Anti-Discrimination: We prohibit discrimination, harassment, and retaliation in all aspects of employment and business dealings.

- Fair Employment Practices: We uphold fair employment practices, including equal opportunity, non-discrimination, and respect for employee rights.
- Employee Rights: We respect employee rights, including the right to fair wages, reasonable working hours, and freedom of association.

**Inclusion and Accessibility:**

- Accessibility: We will ensure our physical and digital environments are accessible to all employees and customers.

**Review and Revision:**

This policy will be periodically reviewed and revised as necessary to reflect changes in technology, regulations, and our organization's commitment to diversity, equity, and inclusion.

By implementing this Diversity, Equity & Inclusion Policy, we demonstrate our dedication to creating a diverse, equitable, and inclusive work environment that benefits our employees and drives our company's success.

Effective Date: 01/10/2025