**DIVERSITY IN EUROPAMUNDO**

When we think of diversity, we think of many aspects that make us different as human beings, although we could say that we all have something very common, our humanity, our commitment to respect.

We would like to start with a sentence from our CEO "***we believe in meeting "the different", discovering and respecting their values".***

Our company marks its difference in diversity with 63 nationalities among its professionals from 5 continents, from 23 to 68 years of age, gender, 58% of women in its workforce and 68% of women in middle management, religious beliefs, ethnic origin, sexual orientation and disability with a percentage of more than 2%, following the law.

Within its work team, it has staff from 35 different nationalities, such as Brazil, Chile, Argentina, Mexico, Peru, Venezuela, Colombia, Paraguay, France, Spain, Romania, Bulgaria, Armenia, India, Japan and Morocco, and the rest among the guides and displaced persons, such as Spain, Portugal, France, Italy, Sweden, United Kingdom, Greece, Serbia, Croatia, Bulgaria, Albania, Lithuania, Turkey, Jordan, Russia, Brazil, Uruguay, Mexico, Argentina, Colombia, Cuba, Venezuela, USA and Australia, which gives that diversity and multicultural approach.

With the opening of the Asian continent in 2016, our customers represent 133 different nationalities, with their different cultures, languages, ethnicities, races and creeds.

For all these reasons we believe that diversity is one of our pillars in a company that seeks the equality of all its members, of its stakeholders and that we all feel equal and included.

Diversity must be built on a foundation of respect and Europamundo promotes this through:

* From a strategic framework plan, an ***Equal Opportunities Plan***, an ordered set of measures is being developed, adopted after a diagnosis of the situation, aimed at achieving equal treatment and opportunities between women and men in the company and eliminating discrimination on the grounds of sex.

As well as a communication plan to staff members.

* Europa Mundo seeks an environment totally free of all forms of discrimination and harassment and has therefore created a tool to help companies and their professionals to define and implement a ***protocol*** to prevent and deal with any form of ***harassment in the workplace***.

Diversity is not an obstacle, but should be an asset, a statement of intent and a pillar.

* Our company must seek and ***develop the talen***t of all our colleagues, which is why we have put in place a series of training programmes such as the ***Functional Polyvalence Plan***, where any employee can be trained in another department for a period of time, specific training workshops in the company's operations, international training in companies linked to the group, training holidays, international volunteering in some of our cooperation projects and corporate volunteering.

We want each of us to develop our qualities, our personality, to be leaders in what we do.

* The ***variety of our cultures*** makes us organise in our low season, the winter months, national and international gastronomic workshops, our ***Alas Workshops*** where each of the members of the company show their unique or different skills giving training in something that makes them special.
* Our clients and their cultures receive a special, differentiating and ***unique treatment,*** identifying themselves with the members of our organisation who attend to them and understand them in all aspects, even in everyday life.
* An **Annual Convention** is also held every year: a meeting with our Stakeholders, Clients and Customers, Operators from Latin America and Asia, Partners, our company's professionals, NGOs, Suppliers, Public and International Organisations as a means of exchanging opinions, personal knowledge among all groups, strengthening channels, links, products, services, marking a common strategy that unites us.
* The ***value of our identity***, of our diversity, can be seen in our tours, our trips are places to learn, places to live with the host, to live their cultures, their customs, their traditions, in the projects of our Foundation, with 185,000 beneficiaries, and 104 projects carried out throughout the world, where we try to seek the relationship with him and the different, promoting the coexistence between different cultures in order to seek a more tolerant and diverse world.
* **Our emotional salary**. The compensation plan of Europa Mundo Vacaciones (EMV), which we call "emotional salary", is a set of social, environmental or quasi-economic and voluntary measures of EMV and not a legal obligation of the company, which are given in a determined period of time. Around 40 measures that are articulated around 7 axes of action: work flexibility, workplace, work-life balance, professional development, integration and sense of belonging, the promotion of volunteering and socially responsible investment and other benefits.

If we think of our sector, tourism, in the words of our Founder, "is a factor of peace by allowing us to meet people who speak, pray, live in a different way in distant countries, but who smile, cry and love like us, interact and in the end their desire in this world is as simple as ours: to live, to be happy for themselves and their loved ones. Through the encounter with "the different" the discovery and respect of their values.

Tourism has made it possible to recover "pride in one's own" (traditions, crafts, gastronomy...) in communities that may have felt marginalized and different in some way. Thanks to tourism, regions that might have been abandoned have been reborn. Traditions have been recovered, different communities have become known, and the value and richness of diversity has been enhanced.

This diversity, in the words of one of our colleagues in the Madrid office, "does not mean unique, but is linked to plurality, to the variety of opinions, concepts, ideas and tastes.

Diversity is a fast-moving thing that changes day by day, and every day you encounter new challenges of everyday life that challenge you to take action, to do something, variety, difference. A set of many different things.

We can say that humans are alike because they are different, because we are all unique, and so we are all different.

It is easier to change business than social systems, but it is the latter that in times of strong transformation like the present really fail. The future is already with us, but it is not evenly distributed, but little by little it is an enriching mission.

In times of uncertainty people return to their basic identities and take refuge in their culture, religion and family. In the face of hierarchies, which are a relic of the past, social networks are maximized. This is why working on diversity in groups makes perfect sense, as it allows us to anchor employees in times of change and also to explore the innovative potential of providing them with a working environment where they can be themselves, without leaving anything at home.

Our **Code of Ethics** leads the way, guiding our actions in its fundamental principles, ***Respect***:

*EMV respects the local cultures of each community and country in which it operates or the countries of origin of its passengers, adopting a committed attitude in an attempt to contribute to the socio-economic development of these places and the knowledge of their cultures.*

***Dialogue and Interculturality:***

*For EMV, dialogue and the socio-cultural authenticity of the communities in which it operates and in the communities of origin of its passengers is a basic principle, which is why it will value very positively all those experiences, activities and projects that are carried out by the Europamundo Foundation and Europa Mundo Vacaciones to bring dialogue, their cultures, their customs, their uses to all stakeholders and especially to all EMV staff, guides and collaborators for their direct contact, with the aim of creating a more tolerant, diverse and sustainable world.*

[**https://www.cloud-europamundo.com/files/2021\_06/EUROPAMUNDO\_ETHICAL\_CODE.pdf**](https://www.cloud-europamundo.com/files/2021_06/EUROPAMUNDO_ETHICAL_CODE.pdf)

Our **Good Practices Manual** shows us the relevance of the ethical aspects of our organisation by pointing out actions such as ***Principles of equal opportunities and non-discrimination:***

*EMV guarantees non-discrimination on grounds of race, colour, nationality, social origin, age, sex, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition as well as equal opportunities among staff.*

*EMV shall promote equal treatment between men and women in access to employment, as well as in training, working conditions, promotion and professional development of employees according to the academic background, personal qualities and professional merits of the candidates and the needs of the company.*

*EMV rejects any manifestation of violence, physical, sexual, psychological, psychological, moral or other harassment, abuse of authority at work and any other conduct that creates an intimidating or offensive environment for the personal rights of workers.*

***Respect and responsibility:***

*EMV will ensure a pleasant working environment, based on mutual respect and trust.*

*EMV employees will promote and practice respectful, professional and courteous treatment to provide a comfortable and safe environment that encourages people to do their best.*

*Each employee has a personal responsibility in the way he or she cooperates with others, whether as a team leader or as a colleague.*

[**https://www.cloud-europamundo.com/files/2021\_07/GOOD\_PRACTICES\_MANUAL\_OF\_EUROPA\_MUNDO\_VACACIONES.pdf**](https://www.cloud-europamundo.com/files/2021_07/GOOD_PRACTICES_MANUAL_OF_EUROPA_MUNDO_VACACIONES.pdf)

And in our **Responsible Traveller's Guide, "why travelling is dreaming"** we recommend 30 guidelines to follow:

* *Value your hosts and their common heritage.*
* *Be tolerant and judicious.*
* *Be a committed and caring traveller.*
* *Learn from the place.*
* *It sympathises with its people.*

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