

DEIB policy - Clémence de Lafosse

Currently, **Clémence de Lafosse** operates as a **one-person brand** working with **freelancers and external collaborators** rather than full-time employees. As a result, we do not yet have a formal **Diversity, Equity, Inclusion, and Belonging (DEIB) policy**.

However, our approach is naturally **inclusive and diversity-driven**, reflected in our:

- **Freelance hiring practices**, prioritizing talent from **varied backgrounds, genders, and identities**.
- **Casting approach**, ensuring representation by collaborating with agencies such as **UNS***, which specialize in diverse and inclusive representation.
- **Commitment to equal opportunities**, with all collaborators selected based on **skills, creativity, and expertise**, free from bias.

As the brand grows, we plan to **establish formal DEIB guidelines** to structure and reinforce our commitment to **fair hiring and inclusive leadership practices**.