

## **Commitment to a Safe, Equitable, and Inclusive Work Environment**

At **Clémence de Lafosse**, we ensure a respectful, safe, and inclusive work environment by applying principles of **transparency, equality, and professional ethics** in all our collaborations.

### **1. Work Organization and Collaboration Conditions**

- **No fixed office yet:** We currently operate with a team of **freelancers and specialized contractors**, selected for their expertise and professionalism.
- **Fair and timely compensation:** Every collaborator is **paid on time**, with clear conditions aligned with industry standards.
- **Ethics and respect for collaborators:** We ensure **fair working conditions**, fostering **open communication, transparency, and mutual respect**.
- **Future commitment:** If we were to establish a fixed office in the future, we would apply these same principles and implement **clear internal policies to maintain a safe and inclusive work environment**.

### **2. Commitment to Inclusion and Equal Opportunities**

- We uphold a **non-discriminatory work environment**, where every individual is valued regardless of **gender, ethnicity, age, physical appearance, sexual orientation, beliefs, or abilities**.
- Our collaborations reflect this diversity, particularly through our work with agencies like **UNS\***, which represent **People of Color, all gender identities, and non-binary individuals**.

### **3. Zero Tolerance for Harassment and Discrimination**

- We enforce a **strict policy against harassment and discrimination**, ensuring that everyone feels **safe and respected**.
- Any inappropriate behavior may result in **immediate termination of collaboration**.
- We promote **open and constructive dialogue** and remain attentive to any situation requiring mediation.

### **4. Internal Policies and Commitments**

- While we do not yet have a **formal handbook**, our commitments are fully embedded in our **daily practices and collaboration models**.
- We are dedicated to **transparent and ethical management** of our partnerships and uphold these principles in every project we undertake.