



DAS STUDIO

Trusted Brand Production

DAS STUDIO guidelines for equality and inclusion

Since 1969, successful brands from industry and commerce, as well as the people behind these brands, have trusted the services of DAS STUDIO.

We are constantly developing with and for our national and international clients. With empathetic, responsible and flexible employees, intelligent workflows and the appropriate use of technology, we help our customers to be successful - today and in the future.

Happy and successful customers are our mission.

We are aware of our social responsibility.

As a group of companies, we are fundamentally committed to the basic democratic order, legal certainty and a free market economy.

Purpose

Diversity, equality and inclusion are key to creating a working environment in which all employees feel valued and respected. These guidelines serve to promote a culture of belonging that views diversity as a strength and supports the participation of all employees.

Scope

These guidelines apply to all levels of the organization, including managers, employees, freelancers and external partners.

Definitions

- Diversity: diversity in the workforce, reflected in differences such as origin, gender, age, religion, disability, sexual orientation, as well as different experiences, education, skills and beliefs.
- Equality: Ensuring that everyone has equal access to the same opportunities regardless of social factors.
- Inclusion: Active involvement in processes and decisions, regardless of gender, age, religion, disability, sexual orientation, that everyone feels engaged and valued.

Commitment to diversity

The company is committed to establishing and protecting a working environment that accepts and protects diversity in all its aspects.

Guidelines for the recruitment process

- Regularly review and adjust hiring practices to ensure equal opportunity.
- Use of different recruitment channels to reach a wide range of applicants.

Corporate culture and onboarding

- Develop specific onboarding programs for new employees
- Promote a culture where diversity and inclusion are accepted as integral parts of the organization.

Support for diverse work styles and remote workers

- Provide support and resources tailored to the needs of employees in diverse work environments.

Fostering a culture of freedom of expression

- Encouraging all employees to openly express their opinions, ideas and concerns.
- Creating safe communication channels for feedback and discussion.

These basic guidelines are to be regularly reviewed and adapted to ensure that they remain relevant and effective, promote inclusion and support an inclusive working environment.