

# Viaplay Sustainable Production Principles

At Viaplay Group we want to ensure our content production practices uplift people and protect the planet. We want everyone working on any of our productions to feel safe, well treated, and respected. We also want to ensure our productions practice environmental stewardship and are climate conscious.

## PEOPLE PRINCIPLES OF OUR PRODUCTIONS

To ensure safe and healthy working conditions we follow these principles:

1. People working with us should feel safe and included.
2. We always strive for diverse teams both in front of and behind the camera.
3. We respect and value each other's differences.
4. We treat each other with respect.
5. We don't discriminate, we don't bully, we don't harass.
6. We listen to everyone's opinions and want to hear your view.
7. We collaborate and support each other.
8. We encourage constructive communication and leadership.
9. We ensure that we have a safe physical work environment – this includes anything that surrounds your work.
10. We ensure a healthy psychosocial work environment – this includes fair working conditions, compensation, working hours as well as respect for human rights.

## PLANET PRINCIPLES OF OUR PRODUCTIONS

To promote greater environmental responsibility, we follow these principles:

1. We try to minimise our environmental and climate impact when possible and to improve our environmental performance on a continuous basis.
2. We communicate and share our learnings to help the industry improve.

It is important that you know these principles as we expect every person that works on our productions to follow them in their daily work. If something is unclear, you are unsure whether certain behaviour is acceptable, or if you need advice on what is expected from you contact the Executive Producer from Viaplay.

### How do I raise a concern or report an issue?

If the production you are working on, is not following the above rules or if something does not feel right, there are different ways to report a concern:

- Contact the relevant Executive Producer from Viaplay.
- Make a report via our neutral third-party Ethics Point via the QR code.

All matters are handled fairly, confidentially, professionally and remain anonymous unless you wish otherwise.

### How does this process work?

The responsible Viaplay Executive Producer should introduce these guidelines before any production starts and in selected productions participants will conduct a work environment survey aiming at safeguarding compliance with our guidelines. This way we can check the status of health & well-being on-set and if something is not right, it gives us a chance to make it right.

It should be fun to work on a Viaplay production - together we help each other to ensure that!

