



FIRST MOVE
PRODUCTIONS SRL

CODE OF CONDUCT



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We do business with integrity

We negotiate fair and reasonable terms

We respect data privacy and intellectual property rights

We uphold antitrust and anticorruption laws

We avoid conflicts of interest



We contribute to society



We champion sustainable practices

We promote optimal working conditions

We celebrate diversity and inclusion

We protect the environment

We voice our values



FIRST MOVE PRODUCTIONS SRL

First Move Productions is committed to operating responsibly and ethically.

Consistent with our core values of integrity, fairness and compassion, we want to ensure we interact with others in socially, ecologically and economically responsible ways. As a European initiative we also seek to uphold the Fundamental Values of the European Union.

To clarify what this means in terms of our actions and what we expect from others, we have drawn up this Code of Conduct. The Code focuses on what is most relevant to activities of First Move Productions and sets practical rules that suit diverse organisational models and capacities.

More generally, we hope that by making our Code part of conversations and decision-making, we can identify and work through any ethical dilemmas, or resolve challenging situations together

WE CONTRIBUTE TO SOCIETY

We are all part of the societies in which we interact with others. Through our activities, in particular the documentary films we make, we seek to contribute to democratic social advancement and sustainable development. We believe that by telling the stories of people whose values and skills make a positive difference, we can help inspire others to make the world a better place.

There may be different legal, societal, cultural and social backgrounds in certain countries where we are active from time to time, as well as related structures, customs and traditions. Insofar as the latter conflict with principles set out in this Code, we will enter into dialogue with our partners and strive for understanding and acceptance of our commitments.



A. We do business with integrity

(i) We negotiate fair and reasonable terms

We will always give preference to business partners who consistently commit to negotiating balanced terms, including fair market rates and reasonable risk allocation.

We interact with our business partners with respect and expect all parties to refrain from inappropriate treatment, abuse, harassment or intimidation.

Concerns about the performance of tasks are communicated constructively in a form each side can understand and reasonably address.



(ii) We respect data privacy and intellectual property rights

We aim to use data responsibly and ethically, and require that our confidential information also be protected and used with care. We collect and use personal data in line with applicable laws.

As members of a community of filmmakers, we are committed to upholding copyright protection and other legitimate intellectual property rights for creative work.

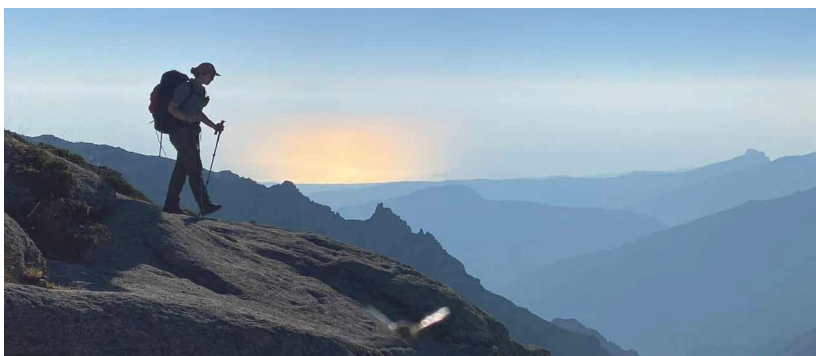
(iii) We uphold antitrust and anticorruption laws

We engage in legally compliant business practices, including from a competition law standpoint.

We also reject all forms of bribery and corruption, and promote principles of responsible organisational management such as transparency, accountability, responsibility, openness and integrity. We require our business partners and other associates to do likewise.

We keep clear, accurate and complete financial records that represent the true state of our affairs as this is vital to our continued success and building trust with our stakeholders.

(iv) We avoid conflicts of interest



Filmmaking is essentially a collaborative and creative process. To ensure the quality and integrity of our output, it's important that personal interests or personal financial gain are never put before the best interests of the project.

Any actual, potential or perceived conflict of interest must be identified and remedied without delay.

(v) We uphold financial integrity

We keep clear, accurate and complete financial records that represent the true state of our affairs as this is vital to our continued success and building trust with our stakeholders.

B. We champion sustainable practices

(i) We respect human rights

We respect the human rights of others through our activities, as part of efforts to support human dignity and promote internationally recognised human rights. We are committed to the eradication of modern day slavery and other forms of exploitation.

We consider whether we can identify, prevent and mitigate potential adverse impacts on human rights that may be linked to operations, products or services associated with our business partners.



(ii) We promote optimal working conditions

When working on projects and within teams, we uphold a safe and respectful working environment.

Taking account of national requirements, we promote the implementation of appropriate measures to safeguard health and safety at work, to prevent work-related accidents in the framework of our activities and to protect the health of our team members and other participants.

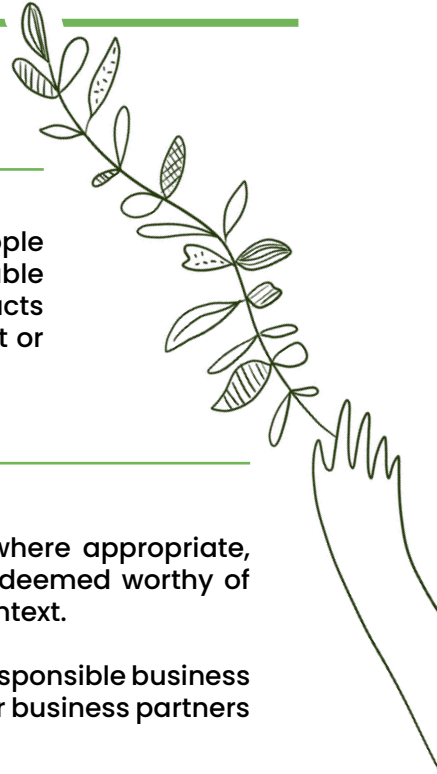
Risk assessments are undertaken to minimise the risk of accidents. Where appropriate, participants are given a safety briefing and may be supplied with personal protective equipment.

(iii) We embrace diversity and inclusion



We embrace diversity and inclusion and aim to build teams with a variety of backgrounds, skills and views. We believe the relevance and quality of our work benefits from this approach.

We condemn all forms of discrimination, exclusion or preference based on ethnicity, skin colour, gender, religion, nationality, sexual orientation, special learnings needs, age and social origin resulting in the removal or restriction of equality of opportunity or treatment in a working environment.



(iv) We protect the environment

We comply with applicable laws and practices regarding the protection of people and the environment in countries where we operate. To contribute to sustainable development, we consider our activities for harmful environmental impacts (including the risk of 'greenwashing') and take appropriate steps to prevent or reduce environmental damage, taking remedial action where possible.

(v) We consistently voice our values

We communicate the content of our Code to contractual partners and, where appropriate, third parties to promote adherence to its contents. However, information deemed worthy of confidentiality or protected for legal reasons is not communicated in this context.

We seek to respect this Code in our own actions by embedding principles of responsible business conduct in our strategic and operational management systems. We invite our business partners to do the same in a spirit of continuous improvement.

C. Raising concerns

Failure to comply with our Code can have serious consequences. Anything that may go against its values and principles must be reported without delay to your contact point (or the person overseeing them).

We always listen to concerns, treat communications in confidence, take matters seriously and investigate issues raised. We may not always find that a Code breach has occurred, but we never take issue with concerns raised in good faith and we protect those who speak up from retaliation.

