

ESG REPORT *2022*



DEvised BY
PAPAYA FILMS
IN COLLABORATION WITH KPMG

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FOREWORD FROM THE PRESIDENT OF THE MANAGEMENT BOARD

2-22 When Papaya Films entered the film and advertising production market in 2006, we were a group of inexperienced enthusiasts eager to challenge the status quo. We were rebels. We were starting a revolution. We used unconventional production methods, believing that a good idea would always succeed.

As we are publishing this report today, we are industry leaders, blazing trails in the production sector. We know how to inspire and set trends. We know that we can influence others. Once again, we want to put this to good use. To replace our carbon footprint with a positive footprint.

How do we want to do this? **We have an ambition to grow in a sustainable way. That is why we have decided to face the demanding ESG indicators even now, although we are not yet legally obliged to do so. We know that we have a long way to go – after all, ESG reporting is a challenge for companies many times the size of ours. Nonetheless, we have committed to doing it today, because in this area, like nowhere else, time is of the essence.**

Our social ecosystem is made up of the audiences of the content we create, the clients we work for and our subcontractors. **With our market-leading position, we are shaping the future of our industry. That is why we do our best to influence the message by highlighting, for example, the importance of environmental issues or embracing diversity.** In our work with clients, we want to help them make the right decisions and to suggest trends that are worth promoting. It is up to us to decide which standards of work we want to encourage, where to look for talent and which model of cooperation we should adopt.

We are moving towards a policy of openness. Because we strongly believe that diversity is a source of creativity and benefits us all – not just because it is a popular trend.

We are also actively involved in environmental protection. We are looking for effective ways to reduce our carbon footprint and are committed to the principle of less waste. We believe that even in a company like ours, where there are no rigid rules governing our day-to-day work and operations, and where producers enjoy a level of independence and freedom in the decision-making process, we can make a real difference. We focus on promoting the values that are important to us, fostering ethical and pro-environmental attitudes in our employees and collaborators. And we share our experiences, with the aim of making them the standard practice in the industry. We realise that meaningful change is only possible if we all work together to make it happen.

We do not operate in a vacuum. We recognise and act on macro trends and global events. In response to what happened beyond the eastern border, we welcomed employees from Ukraine into our team. But most of all, we focus on what is local, close to us and what we can influence the most. And in creating the narratives of our productions, we tend to focus more and more on local issues and local characters.



The bigger and more experienced we become, the more responsibility we feel. We are capable of self-criticism. We already know that the commitment to achieve zero carbon emissions in just seven years (by 2030) is unrealistic. By steadily expanding our environmental activities, we have now fully realised how much there is to do before we – and other companies that have made a similar commitment – can become fully climate-neutral. **Even if our performance still needs to be improved, working on the report has allowed us to look at our activity and our surroundings with fresh eyes. We have listened to the feedback and expectations of our team, our clients and subcontractors. We have learned a lot and want to keep learning.** We are convinced that when it comes to climate protection, there is no room for a “success-failure” approach. What matters is the process itself and the continuous learning. This does not mean however that we still have much time to spare. We want to and we need to act here and now, because we care.

ABOUT US

2-1 Papaya Films Sp. z o.o. is a creative production company determined to transform the film, advertising and media industry. Since 2006 we've collaborated with the best in the business, creating authentic and energetic stories that matter.

Our teams are based in Warsaw, London, New York and Lisbon.

2-6 Papaya Films' core business is audiovisual and photographic production. We are mainly involved in the production of commercials and advertising photographs, feature films and documentaries, music videos and opening credits for films and TV series. We work for advertising agencies as well as for our direct clients. Our activities also include the representation of artists and creators.

In 2022, we organised 311 shooting days and completed 165 productions for Polish and international clients. We provide services all over the world.

As part of its operations, our company also engages in educational activities: it promotes the work of young filmmakers by holding the "Papaya New Directors" competition.



VALUE CHAIN

TYPES OF SUPPLIERS:

- Film crews:
 - Creative crew (director, director of photography, editor, composer, actors and actresses, photographer, etc.)
 - Production crew (producers, production managers, etc.);
 - Camera crew
 - Lighting crew
 - Grip crew
 - Art department
- Transport companies
- Catering companies
- Creators (directors, cinematographers, photographers)
- Copywriters
- Graphic designers
- Lawyers
- IT professionals

*Estimated number of suppliers:
approx. 1000 operators.*

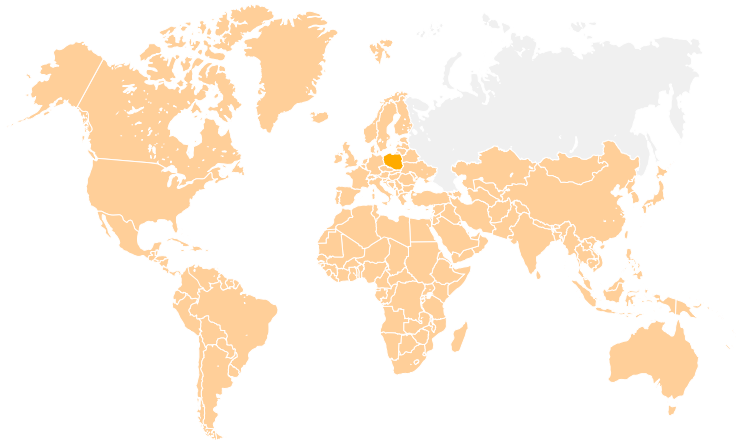
TYPES OF CLIENTS:

- Advertising agencies
- FMCG industry
- Banks and financial institutions
- Streaming services
- Fashion industry
- Automotive industry
- Cosmetic industry
- Sales platforms

*Estimated number of clients:
approx. 70 operators.*

GEOGRAPHIC LOCATION OF CLIENTS:

Poland 71%
abroad 29%



2-28 Initiatives and programmes in which we participate to put our values into practice:

- **Green The Bid** – an initiative that brings together players from the film and advertising industry who commit to reducing the environmental impact of their projects.
- **AdGreen** – an organisation that aims to raise awareness of the need to reduce carbon emissions in audiovisual and photographic productions. Its activities include providing the advertising industry with a carbon footprint calculator and conducting training on calculating emissions.
- **Stowarzyszenie Komunikacji Marketingowej SAR** (*ang.* SAR Marketing Communication Association) – an association bringing together companies that create marketing communications. Its mission is to foster the exchange of experience and knowledge within the Polish advertising

community. SAR develops, systematises and promotes tendering standards and good business practices, including through training and seminars.

- **Biznes nie wyklucza** (*ang.* Business does not exclude) – a campaign initiated by Stowarzyszenie Miłość Nie Wyklucza (*ang.* Love Does Not Exclude Association). By joining the initiative, companies can demonstrate to their employees, customers and clients that they recognise the LGBTQ+ community and wish to create a safer and more welcoming environment for its members. At the same time, the aim of the campaign is to encourage other companies, contractors and subcontractors to build spaces that are more open to the LGBTQ+ community.

ECONOMIC PERFORMANCE

3-3 We are aware of the economic impact we have on our business environment. Our revenues are of particular economic value to the suppliers with whom we work across the value chain. We take a responsible approach to the payment process – we do not withhold payments, and make them as quickly as possible. This helps improve our partners’ liquidity and supports their growth. We regularly monitor whether projects have been settled on time, and we use dedicated software to measure performance.

201-1

	[in thousands of PLN]
Total revenue	143,883
Operating expenses	136,526
Salaries and employee benefits	10,089
Payments to capital providers (dividends and interest)	4,000
Payments to public institutions (taxes)	1,418
Social investment (donations and community investments)	117

RESPONSIBLE MANAGEMENT

OUR VALUES

INTEGRITY

We do not engage in projects that we consider morally questionable and we do not work with clients who exploit disadvantaged individuals and groups or promote discriminatory practices. We are transparent in our actions.

RESPONSIBILITY

We are responsible for the planet and aim to minimise any negative impact we may have on the environment. We assume responsibility for our people and their well-being. We support our clients and business partners in achieving their goals in a sustainable way.

CURIOSITY

Curiosity leads to creativity. We ask questions and look for innovative ways to achieve our goals. We believe that nothing is impossible and we actively challenge the status quo, seeking new means of expression. We are constantly learning and sharing our knowledge.

GOVERNANCE

- 2-9** Formally, the Management Board of Papaya Films consists of only one person, the President of the Management Board – Kacper Sawicki. The President of the Management Board (acting alone) or the proxy (acting alone) are authorised to make declarations of intent on behalf of the company.

The executive team managing the company’s operations consists of:

- Founders/owners,
- Heads of the main departments: Operations, HR, Production, International Production, Accounting, Roster, Legal, Communication.

The team consists of 11 people – 5 women and 6 men.

2-10 The President of the Management Board is appointed by the shareholders’ meeting. He is responsible
2-11 for determining the company’s strategy and direction. Currently, this position is held by the owner
2-12 and founder of Papaya Films.
2-16

The highest governance bodies – the President and the company’s executive team - are appointed on the basis of their expertise, including experience in film production and management of entities with a similar scope of activity, relevant education and knowledge. Other important criteria include suitability in terms of current development needs and strategy, as well the candidates’ independence and commitment to diversity.

The company’s governance bodies are responsible for defining and implementing Papaya Films’ mission, vision and values, its policies and objectives. They oversee and control the processes in individual departments, and make all decisions related to the company’s management and impact on the environment, society or the economy.

The company’s managers keep stakeholders informed about their activities via meetings, presentations and question-and-answer sessions. In addition, critical issues are communicated through two-way communication channels using a whistleblowing system, directly by email, at informal meetings, through department managers and heads, and via the legal department. There were 9 issues reported in 2022.

2-15 Individuals working and providing exclusive services to Papaya Films are required to avoid conflicts of interest. Any situations that may give rise to a conflict of interest must be reported to designated management representatives and resolved in a timely manner.

2-19 The People department, headed in 2022 by the Chief People and Sustainability Officer, is responsible
2-20 for determining salary levels. In doing so, it considers factors such as the company’s current financial
2-21 capacity, the inflation rate, market standards and the need to remain competitive.

We take measures to ensure equal pay for work of the same quality and value.

2-13 In 2022, sustainability at Papaya Films was also the responsibility of the Chief People and
2-17 Sustainability Officer, who was entrusted with this task by the President of the Management Board. Managing the impacts of the operational divisions is the responsibility of the division heads. Their activities are regularly reported to the Sustainability Management Coordinator as well as to the President and the company’s executive team.

The company’s managers take part in sustainability training which contributes to the incorporation of sustainability principles into the company’s daily operations.

2-18 The rules and methods for assessing the sustainability performance of top management are currently being defined and implemented. The heads of divisions have been assigned targets and progress is being monitored.

In 2022, we decided to include sustainability in the bonus targets of top and mid-level managers. From 2023, the achievement of these targets will account for 20% of this group's annual bonus.

2-14 The ESG report has been prepared on the initiative of the management. The company's highest governance bodies are actively involved in all stages of the ESG reporting process - from the selection of material topics to the collection of information and the approval of the final version of the report.

STRATEGIES AND POLICIES

2-23 The nature and fast pace of our work, as well as tight deadlines are all factors that can trigger negative emotions and unwanted behaviour. While these are symptomatic of the industry, at Papaya Films we are strongly committed to creating a safe working environment and in doing so we would like to set an example for the whole sector. For us, values such as respect for others, support for diversity, inclusion, dialogue and economic responsibility are more than just buzzwords. Our aim is to eliminate any potential irregularities, which is only possible with the adoption of a systemic approach. That is why we are implementing specific solutions and counteracting bullying and other pathologies of any kind.

Since 2016, Papaya Films has followed a **Code of Ethics** which sets out standards of respect and equality. It provides a model for appropriate behaviour and, at the same time, serves as a basis for decision-making in situations that require intervention. The Code introduces a framework for reporting, investigating and responding to inappropriate behaviour and practices.

The Code is mandatory for all our team members, partners and subcontractors.

At Papaya Films, we are confident that freedom of ideas is the foundation of creative and commercial success. We believe that such freedom should be enjoyed by everyone and under all circumstances. We make our position clear in our 2022 **modern slavery and human trafficking statement**.

It is based on the UK's Modern Slavery Act. To ensure that human rights are fully respected in our operations, we have taken steps to identify, prevent and mitigate the risk of modern slavery incidents. In the statement, alongside outlining our principles and expectations of our partners, we also commit to raising awareness of the issue by openly communicating our labour standards and values, prioritising cooperation with smaller service providers who meet our requirements, educating our team, evaluating projects, promoting diversity and involving employees in combating the problem.

In film production, **children** are a particularly vulnerable group, which is why we must ensure that they have the right conditions and care on set. Papaya Films has adopted a document that details the principles of working with children at every stage, i.e. pre-production, creating

conditions on set, filming, and post-production. It addresses, among other things, the need to provide an appropriate version of the script, the presence of a person designated to work with the child, adjusting schedules, arranging an appropriate space, accommodating the natural day and night cycle, the way information is communicated, respecting working hours. The industry follows a formal division into two age groups: actors and actresses up to the age of 16 can work a maximum of 6 hours a day, and young people over the age of 16 a maximum of 8 hours. At Papaya Films, we have introduced an additional category of young children, aged 0 to 7, who we believe need a special approach.

We place great importance on the well-being of **extras**, who have been demanding for years that their professional group be treated on an equal footing with others present on set. The way we treat them is a reflection of our values and can become a showcase for the entire company. We have created a document that emphasises the need for partnership and sets out the principles of cooperation. It addresses pre-production arrangements, remuneration, on-set conditions, food, image rights, and other issues. At the same time, we are trying to influence the approach of companies recruiting extras by informing them of the contracted remuneration, to curb the industry practice of agencies giving extras understated amounts.

We have also developed **Rules of Cooperation for Transport Companies**. For the duration of the engagement, each car is branded with our logo and represents Papaya Films, and therefore we require compliance with the established rules and standards, including compliance with traffic regulations, appropriate behaviour towards fellow passengers, cleanliness, necessary equipment, branding, cooperation with the production team and observance of preventive standards against COVID-19.

2-24 Compliance with the provisions of our internal policies is overseen by the Chief People and Sustainability Officer, and implementation in specific departments is the responsibility of their respective heads. Any related issues are discussed at monthly meetings with the President and top management. Compliance with the policies is monitored on an ongoing basis.

The commitments stated in the policies guide our company's activities, as for example, we only work with verified contractors who undertake to comply with our Code of Ethics.

All members of staff and top management receive training to enhance their knowledge of the company's policies and their implications.

2-25 We have established a system for anonymous reporting of adverse actions that can be used by all our stakeholders. Procedures for handling violations of our policies are clear and readily accessible to all employees.

We are committed to handling all disclosures in a consistent and fair manner and taking all reasonable steps to ensure the anonymity of informants. We guarantee that any retaliation against whistleblowers acting in good faith will not be accepted and will be addressed accordingly. Whistleblowers are not obliged to provide us with evidence of inappropriate behaviour in order for us to proceed with an investigation.

In 2022, we received 6 reports of irregularities. Throughout its history, Papaya Films has never been a party to any legal proceedings on this account. We resolve incoming reports on an ongoing basis, taking steps that are adequate to the nature of the irregularity.

To ensure transparency of our activities, fairness to our stakeholders and security to our whistleblowers:



- We enable anonymous reporting;
- We handle all reports of wrongdoing in a serious and consistent manner;
- We offer support to employees at times that they may find emotionally difficult, e.g. by providing access to mentoring, counselling and psychotherapy;
- We assure whistleblowers that the fact of reporting will not endanger their position at work;
- We reply to whistleblowers within 48 hours at the latest;
- We document the decisions and actions taken in response to the information received and provide a summary to whistleblowers.

2-27 In 2022, no significant fines or other penalties were imposed on Papaya Films for noncompliance with regulations. We recorded 8 minor penalties totalling PLN 14,087 – these were mainly fines and administrative penalties for obstructing a traffic lane for the purposes of production.

STAKEHOLDER ENGAGEMENT

2-29 Taking into account the way Papaya Films and certain groups of stakeholders influence each other, we have distinguished several key categories of stakeholders. These are:

- employees,
- potential employees,
- business partners,
- clients,
- the media,
- industry organisations,
- competitors,
- creators,
- subcontractors and suppliers,
- cultural institutions.

We consider stakeholder engagement essential to the development of our company. Responding to their needs helps create a community based on dialogue, while enabling us to serve as a role model for the whole industry, to set trends and to diversify our products. We are committed to maintaining the highest production standards and creating an efficient and friendly working environment.

Stakeholders and individuals who work or cooperate with the Company on an ongoing basis or are employed with Papaya Films can contact us by email by writing to the addresses available at www.papaya-films.com/waw/contact/. They can also anonymously voice their concerns, using the reporting system described in the section on strategies and policies.

With a focus on corporate development and community relations, we organise training sessions, galas, shows, industry and educational meetings. In addition, at the end of each project, we carry out an evaluation process where we ask participants for their thoughts, feedback and suggestions.

LEGAL ARRANGEMENTS IN FILM PRODUCTION

At Papaya Films we believe that our actions can have an impact on the entire industry, also in terms of legal arrangements.

By preparing proper legal documentation, we make sure that we clearly define the terms and conditions of cooperation with actors and actresses, filmmakers and creators.

The legal department has introduced a number of solutions that make it easier to operate in compliance with film production law. They include a process of briefing creators even before they prepare a quote, which allows all arrangements to be included in the contract. Working with the HR department, the legal department has developed a glossary of inclusive language, which is used in the preparation of casting briefs and in day-to-day business activities. It has also designed a system for collecting data from contractors to make sure that any documents, contracts or bills are prepared correctly and more efficiently.



CLIENT RELATIONS

CLIENT SATISFACTION

We wish the community built around Papaya Films to be open and collaborative, which is why we want our clients to hold values that are similar to ours. Acting with integrity, we want to provide for them with a sense of security and earn their trust so that we can develop long-term relationships.

Client satisfaction is vital in creating a meaningful community. That is why we make an effort to understand them, to learn what they care about and what model of cooperation they would be comfortable with. Understanding their needs is key to designing a product that meets their requirements. We always take into account the national context of the country where we are working on a project, to ensure that we are able to deliver solutions that resonate with today's audiences.

Communication is key in this process. We attach great importance not only to the content, but also to the form of our messages and the time at which we want them to be delivered to the recipients. As we do not want them to have to guess the status of a project, we have adopted standards that specify a maximum response time to their questions. To improve communication with agencies and clients, we have introduced the iBooklet - a virtual document, which combines client service functionalities with a pre-production booklet containing all possible production information.

CONFIDENTIALITY IN CLIENT RELATIONS

- 3-3** Our clients' confidence can be undermined if we fail to offer them adequate security, including the security of the information and data they entrust to us. To prevent this, we follow appropriate internal policies and regulations, as well as strictly adhere to the provisions of non-disclosure agreements and the GDPR. We treat all information exchanged by cooperating parties as not intended to be shared with third parties. We expect our partners and subcontractors to take similar measures.

Some of the steps we take to guarantee confidentiality include:

- Including confidentiality clauses in contracts with all our contractors;
- Applying the provisions of the Code of Ethics, Privacy Policy, GDPR;
- Delivering cybersecurity training;
- Using file encryption;
- Using data protection systems;
- Ongoing monitoring and evaluation of IT security compliance;
- Themed internal newsletters.

418-1 The measures taken are proving to be effective, as confirmed by post-project evaluations and the results of the legal department’s oversight activities. In 2022, no legitimate complaints were recorded regarding breaches of privacy or loss of client data.

TRANSPARENT COMMUNICATION

3-3 In relations with our clients, employees, subcontractors and all other stakeholders, we follow the principles of ethics and strive for maximum transparency. Accordingly, we employ a policy of transparent communication with regard to all our activities. Within the industry, we share information about our achievements and business challenges, but most importantly, we are transparent in communicating our financial, social and environmental performance. Until mid-June 2022, we also used the Papaya.Rocks portal to communicate with companies and audiences of our films. Members of the marketing communications team also receive adequate one-to-one training to prepare them for creating the content of the company’s communications.

We continuously monitor whether our message is reaching the relevant target groups and adapt it accordingly. We review and evaluate our efforts in this area. In the coming years, we plan to adjust our target audiences and the nature of our communications to align with Papaya Films’ strategic needs.

At the same time, we also want to contribute to real change in the communication landscape, which is why in 2022, as part of Stowarzyszenia Komunikacji Marketingowej (*ang.* the Marketing Communication Association), we were involved in drafting a resolution against greenwashing.

417-3 In 2022, we recorded no instances of noncompliance with regulations or voluntarily adopted marketing communications policies.

PEOPLE

OUR TEAM

- 2-7** In 2022, the highest number of employees at Papaya Films with an employment contract was 26.
- 2-30** They were not covered by a collective agreement and the terms and conditions of employment were agreed on an individual basis.

21	5	0
women	men	non-binary

- 2-8** Papaya Films also has an exclusive permanent production and support team, consisting primarily of producers, production managers, production coordinators, production assistants, runners, as well as lawyers, accountants, creative agents, office assistants and others.

The company collaborates with a large number of contractors engaged separately for each project – acting agencies, creators, technical subcontractors, film set support – who can be hired under a B2B, freelance or cooperation contract, a contract to perform specified work or service contract. The company does not have the data to provide the exact number of contributors and relevant statistics .

EMPLOYEE SUPPORT

- 3-3** The employment system aims to create equal opportunities and provide equal access to positions for all, regardless of gender, age and other non-job-related factors. It is based on the human rights provisions contained in international documents, including in particular the Universal Declaration of Human Rights of 10 December 1948, or the Modern Slavery Act 2015, and is informed by national law, the Papaya Films Code of Ethics and the Labour Code.

Our recruitment process is candidate and team friendly. We are willing to give a chance to disadvantaged applicants and those with no experience. Already at this stage – to improve the way we work – we collect feedback from all candidates who have gone through the recruitment process.

Newly recruited employees participate in an onboarding programme to prepare them for their roles within the company. They are briefed on, among other things, the company’s applicable rules and

policies, relevant to their position. We also attach great importance to offboarding, as it allows us to receive feedback from all employees leaving Papaya Films.



The creative industry is in constant need of new ideas, points of view and diversity. This is why, at Papaya Films, we have programmes in place to help young creatives embark on this career path:

- **Papaya Young Creators (now Papaya New Directors)** – the only competition in Europe that allows young directors and filmmakers to establish themselves directly in the film, advertising and creative industries. By participating in the competition, young creators take their first steps into the world of professional audiovisual production and are given the opportunity to tell stories, which are then judged by a jury of professionals from the film and advertising industry and personalities from the world of media, culture and art.
- **Internship Programme** – an initiative by Papaya Films, which aims to foster diversity by providing development opportunities for underrepresented groups and helping them embark on a professional career. As part of the programme, interns are engaged in projects in the fields of audiovisual and photographic production, environment and marketing communications.
- **Let’s talk about the industry** – a series of panel discussions addressed to Ukrainians working in the film industry who have moved to Poland because of the war. The meetings were designed to provide them with information on the film production industry in Poland, to create a space for effective networking and contact exchange, and to help them take their first steps in the Polish market.

401-1 Employment of new employees and turnover

NEW EMPLOYEES BY GENDER AND AGE	WOMEN	MEN	TOTAL
UNDER 30 YEARS OLD	0	0	0
FROM 30 TO 50 YEARS OLD	3	0	3
OVER 50 YEARS OLD	0	0	0
TOTAL	3	0	3
EMPLOYMENT RATE	14,29 %	0	11,54 %

NUMBER OF EMPLOYEE DEPARTURES BY GENDER AND AGE	WOMEN	MEN	TOTAL
UNDER 30 YEARS OLD	3	2	5
FROM 30 TO 50 YEARS OLD	0	2	2
OVER 50 YEARS OLD	0	0	0
TOTAL	3	4	7
EMPLOYEE TURNOVER	14,29%	80%	26,29%

401-2 All employees are given equal opportunities and offered equal benefits. Benefits include:

- Maternity and paternity benefits – in addition to those guaranteed by the Labour Code, new parents can expect the following benefits: flexible working hours, ability to work from home or return to work in a different position, e.g. involving less hours and stress, occasional gifts, ability to bring children to the office, a pay rise upon return from maternity and paternity leave;
- Private medical insurance;
- Access to psychological counselling services;
- Training opportunities.

DEVELOPMENT

3-3 We are committed to creating room for growth. We would like people who work for us to be able to express their energy, determination and passion for transforming the world. This is why we have designed an open career path that empowers talented individuals to put forward their ideas and take on a wide variety of challenges. To help them reach their full potential, we provide training, workshops and development sessions. Progress is monitored through periodic appraisals and comprehensive feedback. In 2022, Papaya Films employees participated in more than 200 hours of development activities.

For members of the Papaya Films team, that is, the production team, internal departments and creators represented by the company, we organise individual and group training in hard skills (e.g. production), soft skills (e.g. interpersonal) and environmental skills. Everyone has access to the training offered, and some training courses are mandatory. We also organise mentoring and coaching sessions as well as structured 1:1 meetings, which enable and facilitate dialogue with the employer. During evaluation sessions we share our experience and prepare individual development plans.

404-2 Major development programmes:

PROGRAMME	NUMBER OF PARTICIPANTS
POST-PROJECT EVALUATIONS	48
INDIVIDUAL COACHING SESSIONS	30
PAPAYA 2.0 – EFFECTIVE LISTENING, COMMUNICATION STYLES, GIVING FEEDBACK	APPROX. 120
INCLUSIVE LANGUAGE, MICRO-AGGRESSIONS AND UNCONSCIOUS BIASES	APPROX. 120
COST ESTIMATION	48
SALES EXCELLENCE	APPROX. 50
INDIVIDUAL DEVELOPMENT PLANS	13

Additional training courses, workshops and webinars were held on quality standards, failure, carbon footprint calculation, assertiveness, self-regulation and leadership.

404-3 All Papaya Films employees received their 2022 annual performance reviews.

JOB SATISFACTION LEVELS AT PAPAYA FILMS



At Papaya Films, people are an asset that is essential for everything we do. Their wellbeing, balance and satisfaction have a significant impact on their performance, creativity and passion. This is why we make an effort to keep them comfortable in their day-to-day work through initiatives aimed at improving working conditions in teams, fostering professionalisation and raising standards in the production industry.

In 2022, we implemented the Papaya 2.0 project based on satisfaction surveys conducted among all Papaya Films employees (regardless of their form of employment). The results confirmed that the vast majority of our employees:

- Are satisfied with the company culture;
- Feel respected;
- Identify with our strategy and vision;
- Are proud of their work;
- Have a sense of job stability;
- Feel empowered to make decisions in their area of responsibility;
- See relationships, a sense of belonging and team spirit as major motivating factors.

What we believed to be of particular importance were the findings concerning the challenges regularly faced by individuals representing our company. These mainly included stress, working under pressure, overwork, poor work-life balance and communication problems. All these factors undeniably have a negative impact on the comfort of work and wellbeing of employees. With this in mind, we decided to identify the root causes and then developed a 14-step action plan to eliminate the above challenges. The main objective of the plan is to assess the motivation and commitment of employees and their perception of the Company in terms of the functioning of processes and structures and cooperation with other employees.

In 2022, anonymous accusations of noncompliance with workers' rights at Papaya Films – including required weekend availability, no overtime pay, or difficult conditions on the sets – appeared on the Facebook profile of a community activist. At the same time, the National Labour Inspectorate was notified of the alleged violations.

We believe that anyone working with our company can share their opinion on our activities at any time, can report an adverse action, including anonymously, and can be confident that their concerns will be addressed. Therefore, we see no reason to publicly address comments and remarks posted on the Internet, including those that have not been signed. We have resolved any problems that have arisen in the company over the years in accordance with existing procedures. An audit by the National Labour Inspectorate confirmed that the allegations made against us were unfounded.

HEALTH AND SAFETY

3-3 Papaya Films’ health and safety measures are designed to create the right working conditions and to provide workers with the tools and skills necessary to perform their job duties. We comply with the requirements of the Labour Code. We arrange mandatory training for employees and continuously monitor our OSH performance to prevent potential accidents. We also listen to our employees and take steps to respond to their needs, e.g. in terms of making the office space more comfortable.

We also expect our partners to protect the health and safety of all employees, colleagues and subcontractors.

403-1 Papaya Films has implemented health and safety policies that comply with the provisions of the Labour Code and apply to all persons employed by the company. All positions are subject to a job safety analysis in accordance with the PN-N-18002 standard. Potential risks or hazards are to be reported to administrative staff or office managers. We are committed to ensuring a smooth and efficient flow of information. In the event of a health or life-threatening situation, employees should leave their workstation.

403-6 In the interest of the health of the people who make up Papaya Films, we offer private medical insurance to ensure that they have access to a wide range of specialists. We are aware that stress and computer work are the greatest health risks in our industry. This is why we make sure that our employees can enjoy ergonomic workspaces and are offered training on stress management.

403-9 In 2022, Papaya Films recorded no accidents, ill health deaths or work-related ill health.
403-10



DIVERSITY AND EQUALITY

GENDER EQUALITY

3-3 We are a community that is passionate about filmmaking. We are producers, creators and enthusiasts with unique personal talents and a shared ambition: to work and grow together. This is where fresh and inspiring ideas are born, nurtured and implemented. We encourage our team to express their personalities and to freely exchange knowledge and experiences. We value diversity because we understand that a wealth of perspectives improves performance, and by fostering a spirit of equality, respect and collaboration, we bring out the best in all of us. We thrive because we support each other.

Papaya Films employees have constant access to information on equal treatment, in the form of an extract from the Labour Code. By referring to this document, they can easily verify what they should require from their employer on matters regulated by law.

We empower women in the industry and apply quotas in recruiting for positions at all levels, offering equal promotion opportunities for everyone. In line with our principles, there is no gender pay gap at Papaya Films.

Eight of the fourteen top management positions at Papaya Films are currently held by women.

405-2 Ratio of basic salary and remuneration of women to men

	RATIO OF BASIC SALARY OF WOMEN TO MEN	RATIO OF REMUNERATION OF WOMEN TO MEN
TOP LEVEL MANAGEMENT	206%	206%
MIDDLE LEVEL MANAGEMENT	106%	106%
OTHER EMPLOYEES	203%	203%

NO TO DISCRIMINATION

3-3 At Papaya Films, we are committed to making everyone feel comfortable, accepted and understood. This is why we use inclusive language to help bridge differences and ensure smooth communication. We have created a guide to facilitate the use of inclusive language to make everyday work easier. It lists key terms in Polish and English, with comments to clarify any doubts (we recommend contacting the designated person if necessary).

We have a zero tolerance policy towards discrimination. As set out in the Code of Ethics, we expect everyone to be treated with respect, regardless of colour, religion, gender, age, appearance, nationality, sexual orientation, economic status, political views or marital status.

406-1 In 2022, no case of discrimination was recorded in the company.

INCLUSION IN THE FILM INDUSTRY

**OWN
INDICATOR**

In our operations, we adhere to all principles relating to the promotion of diversity and inclusion (D&I). Diversity is a key factor in the selection of our actors and actresses, which is why we are able to offer a full range of skills and competencies to our clients. With the Papaya Young Creators competition (now Papaya New Directors) and educational initiatives, we invest in young filmmakers and creators, promoting them and raising awareness of our values. We strongly believe that we can influence the entire industry by sharing our practices and expertise within industry associations, as well as directly supporting our partners in implementing D&I policies in their organisations.

In 2022, as part of the Papaya Young Creators competition (now Papaya New Directors), we organised a session on inclusion and diversity, with two representatives of the film industry discussing the latest trends, the values driving female filmmakers and the technical aspects of production.

The 2022 edition of the event featured an additional open category – TikTok Unique Stories – with a focus on diversity and inclusion. Video content enthusiasts competed for a prize of PLN 10,000, a mentoring session with Monika Brodka, Natasza Parzymies and Cura and an internship at Papaya Films. To have a chance of winning, they had to deliver a creative interpretation of the category theme, using the tools offered by TikTok.

ENVIRONMENT AND CLIMATE

CLIMATE IMPACT AND CLIMATE CHANGE RISKS AND OPPORTUNITIES

In 2020, Papaya Films adopted the goal of achieving climate neutrality by 2030. To achieve this, we intended to completely eliminate paper from the production process, introducing digital workflow, use only environmentally friendly means of transport and energy from renewable sources. We also plan on taking a number of measures to turn our production waste into raw materials. Now we know that such an ambitious target is not feasible and we are working on making it more realistic. We want our efforts to have a wide impact, which is why we are going to share our experience with other production studios. We hope this will help change an industry that is currently having a significant impact on the environment.

“GREEN” FILM AND ADVERTISING PRODUCTION

3-3
OWN
INDICATOR

The production industry is by definition not environmentally friendly, primarily due to its heavy use of resources. At Papaya Films, we aim to make production “greener”. This is the responsibility of the Chief People and Sustainability Officer. We also try to raise awareness of the need for eco-friendly solutions among our clients – at the end of a project, we provide them with a sustainability report, which summarises the carbon footprint of the project and lists good practices and recommendations for the future.

To minimise Papaya Films’ impact on the environment, we analysed our operations and adopted four main goals, each followed by specific actions:

IMPLEMENTING LOW- OR ZERO-CARBON SOLUTIONS IN THE PRODUCTION PROCESS	EDUCATING THE INDUSTRY	COMMUNICATING PAPAYA FILMS’ ENVIRONMENTAL GOALS	CONTINUOUS IMPROVEMENT AND DEVELOPMENT
<p>Reducing the number of single-use items in catering, preferably to zero. Replacing them with reusable items.</p> <p>Identifying and implementing environmentally friendly tasks and responsibilities on set, following a prior training of the team.</p> <p>Separating waste on set at each stage of production.</p> <p>Developing an alternative, environmentally friendly offering for our clients (with a slightly higher cost but at least 15-20% lower carbon footprint).</p>	<p>Environmental education of directors.</p> <p>Identifying and implementing low-carbon lighting solutions by subcontractors.</p> <p>Raising the team’s awareness on an ongoing basis through the use of a carbon calculator and training materials for new hires and information materials in the office space.</p> <p>Supporting the pro-environmental initiatives of the Marketing Communication Association SAR.</p>	<p>Redefining environmental goals – replacing the goal of zero greenhouse gas emissions by 2030 with a realistic, achievable and measurable target and plan.</p> <p>Regular internal communication on environmental targets and progress towards achieving them.</p> <p>An all-year external communications plan, communication via Papaya Films website, the option of “green” film production offered to clients.</p>	<p>Enhancing the environmental knowledge of the team.</p>

We take measures that significantly reduce our company’s environmental impact.

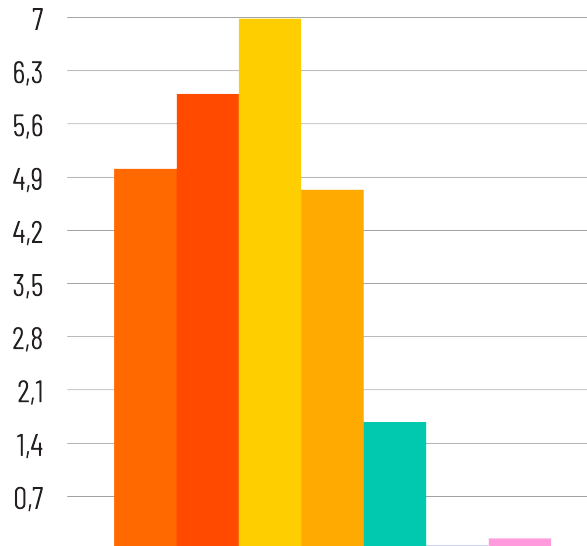
PRODUCTION POOLING

Production pooling is a way of co-managing several projects that allows us to share resources or carry out necessary processes. This method of organising work reduces the number of trips and the distances that need to be covered, allows the re-use of sets and contributes to lower energy consumption. Plus, it saves time spent on casting and location scouting.

**THREE PRODUCTIONS
MANAGED SEPARATELY**

TOTAL CO₂ EMISSIONS - 24.6 T

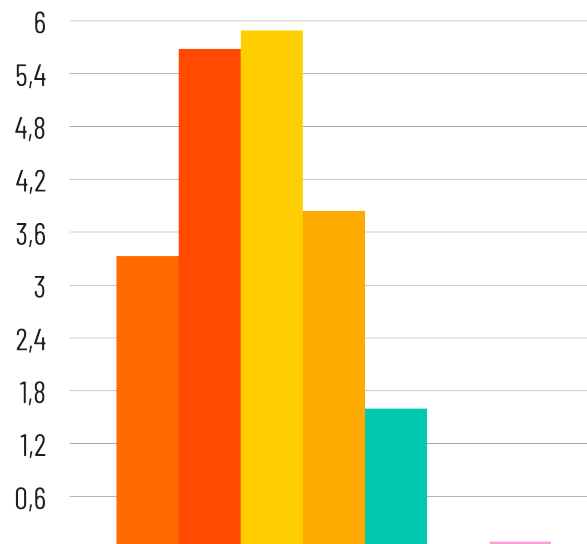
- Non-filming spaces
- Filming spaces
- Travel and transportation
- Accomodation
- Materials
- Disposal
- Post-production



**THREE POOLED
PRODUCTIONS**

TOTAL CO₂ EMISSIONS - 20.5 T

- Non-filming spaces
- Filming spaces
- Travel and transportation
- Accomodation
- Materials
- Disposal
- Post-production



By pooling three different production projects, it is possible to reduce emissions by more than 4 t of CO₂, a decrease of 16%. Each additional production project reduces the carbon footprint by around 20-25%, which is more than 2 t of CO₂ for a project lasting two shooting days.

LOCATION CATERING

When ordering catering services for our sets, we make sure that at least 50% of the dishes are vegetarian. We try to use local products and services. We donate surplus food to aid organisations or food sharing projects. Each person on set has their own cup and water bottle. We do not use plastic – all tableware is made of cellulose and can be recycled as paper. We are strict about waste separation, always ensuring that there are enough bins and that they are clearly labelled.

List of educational initiatives in the area of “green” film production:

- **Green Audiovisual Production Lab** – our employee holding the position of Environmental Specialist completed a course organised by the National Chamber of Audiovisual Producers and became a certified Environmental Consultant and Green Audiovisual Production Ambassador;
- We joined **Green The Bid**, an organisation that provided us with tools to support “green” film production;
- One of our employees is a climate educator, certified by the French **Association La Fresque du Climat**, and provides in-house training;
- We organise training courses on “green” production and the use of the carbon footprint calculator.

WASTE MANAGEMENT

3-3 In our office, we separate waste and keep record of the quantities. We are also introducing waste separation systems on locations and we have prepared an internal document that lists all aspects which should be taken into consideration during production planning. We follow the waste management hierarchy known as Lansink’s ladder, incorporated in the waste directive of the European Parliament. Its steps include:

- Preventing waste generation;
- Reducing waste generation;
- Preparing for reuse;
- Recycling;
- Other methods of recovery;
- Storage.

We divide waste generated on location into two categories – from catering, which is the responsibility of Papaya Films, and from set design (non-municipal, bulk waste, construction waste), the disposal of which is handled by our subcontractors. If there is any usable food left over at the end of the shoot, we donate it to food sharing projects or aid organisations.

As we are committed to reducing waste generation, we encourage the use of reusable tableware. In our offices, we have installed dryers in the bathrooms to reduce the use of disposable towels, as well as introduced a digital document workflow and iBooklet (an electronic brief containing all production related materials).

We have been using the AdGreen carbon footprint calculator to help us reduce future emissions by analysing the data. Building on this, in 2023 we plan to develop a waste management policy and a manual to facilitate waste management.

306-3 **Approx. 189 t** – total waste generated at Papaya Films in 2022*

TYPE OF WASTE	[T]
BIO	21.6
PLASTIC, METAL	52.5
PAPER	50.4
GLASS	12.6
MIXED	52.2
TOTAL	189.3

* Papaya Films does not have a BDO registration number. The data refers to the company’s office.

ENERGY

3-3 In 2022, we decided to keep a detailed record of our energy data with the aim of publishing it in future sustainability reports. We monitor energy consumption and, following project evaluations, enter the relevant information into the carbon footprint calculator, to inform our decisions concerning future developments. We are introducing energy-saving measures in the office (such as energy-efficient dryers in the bathrooms), we are gradually replacing our cars with electric models, and we have signed an agreement with an all-electric taxi company.

Nowadays, film production often uses diesel generators, which have a negative impact on the environment. Whenever possible, we choose to connect our equipment to the power grid. We are looking for inspiration and sustainable solutions in international markets. We opt for set locations that allow for reduced energy consumption.

A total of 32.28 t of CO₂ was emitted from the production of the McDonald’s commercial. Most of these emissions were related to accommodation, the use of power generators and catering.

Over 100 people were involved in the production of the commercial for more than a week, of which 4 days were shooting days. On set, natural light amplification systems were used, powered from the grid, which reduced the use of engine generators.

With energy-efficient lighting and power connection, emissions were reduced by almost 5 t of CO₂.

After the shoot, 75% of the set furnishings and decorations were either reused or returned to the manufacturer, and some were donated to a local facility working with teenagers with disabilities. We estimate that this helped reduce CO₂ emissions by 2 t.

302-1 **2444.00 GJ** – energy consumption from fossil fuels at Papaya Films* **181,944 l** – fuel purchased for engine power generators* **9.73 t CO₂e** – emissions associated with purchased electricity consumption at Papaya Films*

*The data refers to the period October-December 2022. The organisation had not previously collected energy data. Disclosures on this topic will be more complete in future reports.

COMMUNITIES

SUPPLIERS

3-3 Papaya Films is an open and collaborative community, which is why we find it crucial to develop business relationships with partners who share our values. Working with trusted suppliers who uphold our standards means that we can make a positive impact on local communities.

Our contractors are obliged to respect the provisions of the Papaya Films Code of Ethics. Intentional or repeated failure to comply with the Code of Ethics constitutes a serious breach of the cooperation agreement and may constitute grounds for its termination.

Our employees are involved in the evaluation of suppliers – they can share their insights and thoughts on working with individual providers. This aspect is also included in our client satisfaction surveys. This gives us a complete picture and helps inform our decisions on building business relationships.

414-1 All new suppliers with whom we entered into cooperation in 2022 have committed to the provisions of our Code of Ethics.

SPONSORSHIP AND CHARITABLE ACTIVITIES

**OWN
INDICATOR**

Papaya Films was born out of a fascination with the world and its inhabitants. United by a passion for telling moving stories through film, we believe that the advertising industry can have a meaningful, positive impact on the society. We are involved in community engagement efforts and other initiatives that we consider important.

In 2022, in response to Russia’s invasion of Ukraine, Papaya Films joined the MySanctions project – a campaign addressed at the citizens of the European Union and developed by energy experts and advocates of the green transition, strategists and media and advertising professionals, under the auspices of the International Advertising Association - IAA Poland. Using the project’s website, every European was able to impose their own “personal sanctions” on Putin’s regime by committing to a change of behaviour. The main idea behind the campaign was to reduce the demand for fossil fuels imported from Russia.

Papaya Films operates its Papaya Pomaga (*ang.* Papaya Helps) programme. Once a quarter, the company chooses a cause to which it donates PLN 5,000. Employees can also provide financial support. In 2022, the company donated PLN 117,000 for charity.



ABOUT THE REPORT

2-2 This publication covers the period from 1 January to 31 December 2022 and is the first sustainability report prepared by Papaya Films sp. z o.o.

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3-1
3-2 The report has been prepared in accordance with GRI Standards 2021. The collection and verification of data was the responsibility of employees, managers and the President of the Management Board, in their respective areas of expertise. This makes us confident that the information provided is reliable and up-to-date. The report has not been externally verified.

In line with the GRI Standards guidelines, the scope of the report was defined on the basis of a materiality assessment, which examined:

- Papaya Films’ strategic objectives;
- The results of stakeholder surveys;
- An overview of trends and issues relevant to the production industry;
- Recommendations from an independent consulting agency.

In May 2023, an online survey was conducted in which Papaya Films employees and representatives of external stakeholders rated potential reporting topics. Key external stakeholder groups – business partners, suppliers and subcontractors, creators, direct clients, competitors, media – were identified during a workshop led by a consulting agency.

As a result of the materiality assessment, the following topics were identified for inclusion in this sustainability report:

- Economic performance (revenues, costs, salaries, taxes, dividends, public support)
- Maintaining confidentiality in client relations; measures to prevent loss of client data
- Fair and transparent client communication, ethical marketing and sales
- Waste minimisation and recycling
- Energy consumption and ways to reduce energy consumption
- Climate impact and the risks and opportunities associated with climate change
- “Green” film and advertising production (market education, initiatives undertaken by Papaya Films)
- Employment conditions (benefits, parental leave, turnover)

- Health and safety of employees
- Training and employee development support
- Diversity and equal job opportunities; equal pay for men and women
- Preventing discrimination
- Supplier evaluation in terms of employment practices, social issues and respect for human rights
- Sponsorship and charitable activities
- Promoting diversity and inclusion in the film industry

For any questions about the report, please contact: esg@papaya-films.com.

STATEMENT OF USE OF GRI STANDARDS

Papaya Films sp. z o.o. has reported in accordance with the GRI Standards for the period 1.01.2022 - 31.12.2022.

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