



## **EQUAL OPPORTUNITIES POLICY**

### **1. Policy Statement**

At Viper Productions, we are proud to be an inclusive, community-driven film company committed to fairness, equality, and opportunity for all. We believe that creativity thrives in diverse, respectful and inclusive environments—and we are dedicated to ensuring that everyone we work with is treated with dignity and respect.

We do not tolerate discrimination of any kind and aim to create an environment where everyone has the freedom to succeed, regardless of background or identity.

### **2. Our Commitment**

We are committed to providing equal opportunities in all areas of our work, including but not limited to:

- Recruitment and hiring
- Crew and cast selection
- Promotions, training, and development
- Pay and conditions
- Freelance opportunities
- Access to resources and support

No person will be treated less favourably on the basis of:

- Age
- Disability
- Race or ethnicity
- Sexual orientation or gender identity
- Sexual orientation
- Religion or belief
- Pregnancy or parental status
- Marital or civil partnership status
- Socioeconomic background
- Neurodiversity or mental health

### **3. Inclusive Hiring & Representation**

We strive to:

- Widen access to underrepresented talent in film and TV
- Provide opportunities to disabled, neurodivergent, LGBTQ+, and working-class creatives
- Build diverse teams that reflect the communities we serve
- Use fair, transparent, and accessible recruitment practices

Where possible, we also work with inclusive suppliers, partners and organisations that share our values.

#### **4. Responsibilities**

All staff, freelancers, and collaborators are expected to:

- Support a culture of inclusion and respect
- Challenge discriminatory behaviour or language
- Promote fairness in decision-making

Producers, managers, and department heads are responsible for:

- Ensuring equal opportunity in hiring and working conditions
- Responding to concerns or complaints promptly and appropriately
- Leading by example in creating inclusive working environments

#### **5. Reporting Discrimination**

We encourage anyone who experiences or witnesses discrimination, harassment or inequality to speak up. Reports can be made to:

- A line manager or producer
- A member of senior leadership
- Confidentially via email or a reporting form  
(e.g. [karl@viperproductions.co.uk](mailto:karl@viperproductions.co.uk))

All reports will be taken seriously and treated with care and discretion.

#### **6. Training & Awareness**

We offer guidance, resources and training on inclusive practices, and continue to educate ourselves as a team. We also engage with organisations and initiatives that promote equity in the creative industries.

#### **7. Policy Review**

This policy will be reviewed annually to ensure it remains up to date with legislation, industry standards, and our evolving goals.

**This policy was approved by Viper Productions**

**Last reviewed:** 20th April 2025