

## Screen Diversity Network Charter

As members of The Screen Diversity Network we commit to a Charter of Inclusion. This commitment is made and delivered at board level by the CEO or equivalent in our respective enterprises. It is transparent, visible and known to all who come in to contact with each of our companies, be they employees, production companies, content creators or partners. We commit to providing equal opportunities for all people at all levels, irrespective of their gender, age, race, sexual orientation, nationality, religion or disability.

We believe that the more diverse the people we bring together to develop our thinking, creativity, the more effective the outcomes. By committing to inclusion we will find and empower storytellers who will reflect the diversity of Australia and its culture.

Our commitment is clearly demonstrated in our policies and practices for recruitment, retention, career progression, workplace flexibility, training, talent development and commissioning processes.

1. We aim to actively reflect the diversity of Australian society at every level of our workforce, by gender, age, race, sexual orientation, nationality, religion, geographic location and disability, both in our employees and the stories we tell.
2. We commit to seeking out and developing talent from diverse backgrounds at every level of our organization and encourage those who we work with to do the same through long-term measureable programs and funding.
3. To work together and create partnerships that leverages our resources for the greater good of the industry.
4. Our leadership, management and staff are actively involved in training and career development so they're educated in all matters related to achieving diversity.
5. We will make all our employees aware of our commitment to diversity and inclusion and to keep them informed of the practical results of this commitment.
6. We commit to establishing an on-going benchmark of our diversity status. We will continue to measure the status of our industry, both in-front of and behind the camera, and openly report our findings in an annual Diversity Profile on behalf of the Screen Diversity Network.
7. We will establish a legitimate and reflective position of diversity within our organization from which we can improve. We will share this with our

members of the SDN, set reasonable targets and up-date the network on what activities are being undertaken to address any identified issues.

8. We will collect and share examples of practical activities that contribute to progress, making them available on a public website.
9. All people wishing to join any of our organizations can be assured of an open recruitment policy, a commitment to diversity and inclusion and a guarantee of transparent hiring policies.