



DIVERSITY & INCLUSION POLICY – 2021

Transistor Films is committed to diversity, inclusion, and equality of opportunity in the workplace. We want our workforce to be truly representative of all sections of society and to be one in which every employee, freelancer, worker, and otherwise engaged individual feels respected and able to give their best.

Diversity is critically important to Transistor Films and its future. We recognise that diversity and inclusion help support creativity and innovation.

- We have **zero tolerance** to any kind of prejudice or discrimination. We are committed to diversity and inclusion in all aspects of recruitment, development and training, and employment.
- We will create an inclusive culture, that values diversity, in how we treat each other and interact with those that we encounter.
- To that end, this policy provides a framework of equality and fairness for all in our employment. It expresses our commitment not to discriminate on the grounds of age, disability, gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, religion or belief, and sexual orientation. We oppose all forms of unlawful and unfair discrimination.
- This policy applies to all those engaged by Transistor Films both on and off screen.

All freelancers and employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, whether as a member of staff or on a freelance basis will be based on aptitude and ability. Recruitment will be solely based on the applicant's abilities and individual merit as measured against the criteria for the job. Qualifications, experience, and skills will be assessed at the level that is relevant to the job.

The company is committed to applying equal opportunities at all stages of recruitment and selection. Shortlisting, interviewing and selection will always be carried out without regard to gender, gender reassignment, sexual orientation, marital or civil partnership status, colour, race, nationality, ethnic or national origins, religion or belief, age, pregnancy or maternity leave or trade union membership.

Any candidate with a disability will not be excluded unless it is clear that the candidate is unable to perform a duty that is intrinsic to the role, having taken into account reasonable adjustments. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of his/her/their disability.

Access to opportunities for promotion, training, or any other benefit will be based on aptitude and ability in line with the Equality Act 2010.

All employees will be encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the creativity and success of the company.

Transistor Films' Commitments

Actively seeking to increase the number of people we work with who are from groups/communities that are under-represented in the television industry as a whole, or in particular job roles in the industry.

- 1.1 Review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- 1.2 Ensure reasonable adjustments are made to enable disabled people to work in or with our company, both on and off screen.
- 1.3 Actively seek to increase the diversity of our talent networks.
- 1.4 Create an environment in which individual differences and the contributions of all our staff and freelancers are recognised and valued.
- 1.5 Ensure every employee and freelancer is able to work in an environment that promotes dignity and respect for all. We will not tolerate any form of intimidation, bullying, or harassment.
- 1.6 Transistor Films undertakes to ensure that managers and all other employees are offered training in regards their rights and responsibilities under this policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment and prevent bullying, harassment, victimisation, and unlawful discrimination.