

## Code of Conduct

SEO Entertainment GmbH employs staff regardless of gender, ethnicity, religion or sexual orientation. We expect our staff to demonstrate tolerance and respect towards all colleagues. This applies to both permanent members of staff and those engaged on a project basis.

We do not tolerate non-verbal, verbal or physical attacks. This applies in particular but is not limited to assaults of any sexual nature. Discrimination and sexual harassment are serious offenses. They take a lasting toll on the atmosphere at the workplace and severely disturb the working peace. As soon as we learn of an instance that may constitute an attack, we will investigate and, if necessary, take legal action. We encourage our staff not to be hesitant and that no one will suffer any sort of disadvantage as a result of addressing and revealing sexual harassment and/or discrimination.

We will do everything within our power to stop and penalize sexual harassment and discrimination as well as all other acts that could cause prejudice to any person and take measures to maintain a collaborative working atmosphere at all times.

SEO has therefore implemented an internal ethics and complaints office with a contact person bound to absolute secrecy who is available at any time for a confidential conversation.

### Contact:

**[vertrauensstelle@seo-entertainment.de](mailto:vertrauensstelle@seo-entertainment.de)**

Moreover, SEO is a member of the German Producer's Alliance („Produzentenallianz“) and supports the independent agency „THEMIS – Trust Center Against Sexual Harassment and Violence e.V.“.

THEMIS offers anonymous psychological and legal help and advice for all concerned persons without any costs. For further information please contact your production manager or THEMIS under [beratung@themis-vertrauensstelle.de](mailto:beratung@themis-vertrauensstelle.de) or +49.30.23.63.20.20 for free advice.

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