



Social Sustainability Guidelines

Exploration of a sustainability model for pan-national co-productions within film and television

DTU Research Team

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The tables below contain content on the suggested social sustainability measures/topics to be implemented in the production. The main topics are:

- DEI (Diversity, Equality & Inclusion)
- Health & Safety
- Justice & Labor Rights

Each topic is assigned a number of sub-topics with suggested approaches on how to include it in the production. Finally, each approach is assigned a score (as seen in the second last column on the right), which can be ticked off, if included. The scores are on a scale of 1-5 with 1 being the lowest/least effort approaches and 5 being the highest and considered the most valuable/high effort to implement.

You are encouraged to log how each approach is implemented during production.

| DEI (Diversity, Equality, Inclusion) | | | | |
|---|----------------------------------|---|----------------|--|
| <u>Sub-topics</u> | | <u>Approach</u> | <u>Scoring</u> | |
| 1 | Representation on and off screen | Disability representation | 1 | |
| | | Gender representation | 1 | |
| | | Racial representation | 1 | |
| | | Generational representation | 1 | |
| | | Religious representation | 1 | |
| | | International representation | 1 | |
| | | Fair representation of cultures | 1 | |
| | | Representation of diverse sexual orientations | 1 | |
| 2 | Inclusive leadership/pro-duction | Involve teams in decision-making | 2 | |
| | | Empower junior crew members to make decisions | 1 | |
| | | Encourage and practice flat hierarchy | 2 | |
| | | Anti-bullying talks | 1 | |
| | | Anti-bullying/discrimination helpline posters on set | 2 | |
| | | Unconscious bias training | 3 | |
| | | Unconscious bias awareness talks | 1 | |
| | | Working conditions for disabled – install ramps | 3 | |
| | | Working conditions for disabled – accessible toilet | 3 | |
| | | Working conditions for disabled – reserved parking spaces | 3 | |
| | | On-set access coordinator | 2 | |
| | | Inclusive casting | 2 | |
| | | Coordinate filming hours with childcare/caring hours | 4 | |
| | | Consider studio accessibility with shuttle services | 3 | |
| 3 | Equality on and off screen | Implement a fair hiring process | 2 | |
| | | Respect and comply with local rules and regulations – examples: smoking rules, religious locations etc. | 1 | |
| | | Provide training or preparation for necessary production skillsets | 3 | |
| Record score | | | 46 | |

| Health & Safety | | | |
|---|------------------------------|---|---------|
| Sub-topics | | Approach | Scoring |
| 1 | Mental & emotional safety | Whistleblower policy | 5 |
| | | Buddy system | 2 |
| | | Stress and mental health talks (stress prevention) | 1 |
| | | On-set therapist | 5 |
| | | Support for carers – on-set nursery | 4 |
| | | Bystander intervention protocol and training (harassment prevention) | 3 |
| | | Mental health check in system | 2 |
| | | Crash pad options near studio | 4 |
| | | Prioritize sit down lunch | 2 |
| 2 | Physical safety | Safety practices training | 3 |
| | | General safety briefing | 1 |
| | | Provide general safety instruction card | 2 |
| | | Daily safety briefing based on schedule | 2 |
| | | Safety checks for equipment | 2 |
| | | Safety checks for vehicles | 2 |
| | | Safety checks of props | 2 |
| | | Risk assessment and strategies for mitigation (stunts, special effects, handling of equipment etc.) | 2 |
| | | First-aid kits/AED on set | 1 |
| | | CPR and first-aid training | 2 |
| | | Safety guidelines posters on set | 1 |
| | | On-set medical officer | 3 |
| | | On-set safety coordinator | 2 |
| Scheduled breaks – appropriated breaks for minors | 2 | | |
| Healthy diet/nutritional snacks | 2 | | |
| 3 | Safety feedback & assessment | Production wrap-up safety surveys | 1 |
| | | Anonymous feedback forms | 1 |
| | | Appoint a work environment/safety representative in the team | 3 |
| 4 | Night shoots | Provide safety gear for outdoor night shoots such as torches, blankets, etc. | 2 |
| | | Schedule regular breaks for night shoots | 1 |
| | | Rotational schedule for crew and cast as needed in order to avoid long night shoots | 2 |
| 5 | Safety certifications | ISO26262 functional safety for vehicles | 1 |
| | | European Union Cosmetics Regulation (EC) No 1223/2009 | 1 |
| | | ISO 22716 GMP certification for makeup | 1 |
| | | Acquire certificate of criminal record for child safeguarding in the case of work with minors | 1 |
| Record score | | | 71 |

| Justice & Labor Rights | | | | |
|-----------------------------------|-------------------------------|---|----------------|--|
| <u>Sub-topics</u> | | <u>Approach</u> | <u>Scoring</u> | |
| 1 | Unions | Union membership/representation | 4 | |
| | | Adherence to regular working hours | 2 | |
| | | Payment/compensation for overtime | 4 | |
| | | Union regulated pay/compensation | 2 | |
| | | Agreements for maternity leave | 2 | |
| | | Work-life balance policies (max hours, breaks, etc.) – also related to physical safety that crew gets enough rest/sleep | 2 | |
| 2 | Local community engagement | Employ local talent and crew | 1 | |
| | | Engage local population in production | 1 | |
| | | Engage with local social organizations & NGOs | 2 | |
| | | Employ local suppliers that are benefit corporations or social cooperatives | 3 | |
| | | Support for community during location shooting | 3 | |
| 3 | Legal rights | Insurance for crew and cast | 2 | |
| | | Salary, pension & benefits as per local laws | 2 | |
| | | Legal protection on discrimination | 5 | |
| 4 | Work with minors | Comply with local laws on hiring minors | 1 | |
| Record score | | | 36 | |



| Score calculation | | |
|--------------------------------------|-----------------------|-----------------------|
| <u>Category</u> | <u>Possible score</u> | <u>Recorded score</u> |
| DEI (Diversity, Equality, Inclusion) | 46 | |
| Health & Safety | 71 | |
| Justice & Labor Rights | 36 | |
| TOTAL | 153 | |

| Notes |
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