

ATM Grupa: a socially responsible company

ATM Grupa SA and the companies within the ATM Grupa capital group (hereinafter jointly referred to as “the Company”) are aware of the fact that their activities have an impact on society.

That impact is managed both at the level of the very organisation of the company's activities, including completions of audio-visual productions, and as regards the company's responsible approach to the content conveyed through the audio-visual productions it delivers.

Since the Company delivers audio-visual productions to commission from external entities and provides production services to third parties, the decisions concerning the content conveyed via such productions and activities are not always taken by the Company itself. In every such case, nonetheless, the Company's employees are expected to act with caution and care in order to ensure that ethical standards and requirements concerning universal human values are met.

I. Preventing socially reprehensible or harmful actions

Employees and collaborators of the Company, especially those involved in its audio-visual production activities (also as regards the content of the productions) are expected to refrain from promoting any socially reprehensible behaviour. That term especially applies to infringing individual freedom and dignity; displaying intolerance on the grounds of gender, race, sexual orientation or personal beliefs; promoting hate speech, encouraging actions prohibited by law; slander; defamation, as well as committing crimes and felonies.

The Company does not limit or intervene in the freedom of artistic expression of its employees and collaborators as regards their activity in favour of the Company. The employees and collaborators of the Company, however, are expected to observe the principles of social responsibility while carrying out any such activity. Therefore, if a decision is made to include in audio-visual content any depictions of socially reprehensible conduct, such as e.g. addiction, harming other people, devastating natural environment, etc., adequate measures must be taken so that such depiction cannot be mistaken for promotion or condoning.

II. Preventing exclusion of disabled individuals

The Company puts emphasis on preventing the exclusion of people with disability, irrespective of its typology and degree. Since disabled individuals enjoy full rights as citizens, both in terms of possibilities of social interaction and as regards contributing to the public sphere, it is prohibited to hinder their participation in social, cultural or professional life.

As regards any and all audio-visual work produced by the Company it is required that the all the depictions of disabled individuals, their rights and needs meet the stipulation stated above.

III. Protection and safety of minors

It is prohibited to employ minors in the Company or to make any use of minors' labour in its favour in ways not complying with legal regulations.

Any instance of employment or use of image or work of a minor in an audio-visual production handled by the Company requires suitable consent or contract with the person in question, indispensably represented by either a parent or a legally authorised third party. In

every such case, the Company's employees and collaborators are also obligated to obtain all the legally required consents and permits from public bodies and/or other suitable entities.

The employees and collaborators of the Company will be required to guarantee exceptional levels of protection and safety to the minors on set: including adequate care for their mental condition in cases when the content of the audio-visual work in question is not suitable for minors.

IV. Environmental care

When scheduling and undertaking any business processes, especially ones involving audio-visual production, employees and collaborators of the Company are required to ensure that natural environment is duly protected.

Complying with the stipulation above should especially mean protecting natural resources, limiting waste generation, and being committed to reusing/recycling waste.

In case of animal presence in an audio-visual production the employees and collaborators of the Company will be required to comply with the valid legal regulations regarding animal protection, and ensure that all the animals in question enjoy dignified conditions of stay/work including: safety, adequate nutrition, space to rest and respectful treatment deserved by all living creatures.