



# Mission and Policy: Diversity, Inclusivity and Environmental Impact

This document lays out our social mission, and our approach to ensuring best practise relating to diversity and inclusivity, and environmental impact.



# About 2S Films

2S Films was founded to help promote organisations and individuals striving for positive impact. We uphold best ethical practises to create a diverse, inclusive and environmentally positive workplace.

We are passionate about creating a safe, flexible and compassionate environment not only for our team but for all our clients and their valued contributors.

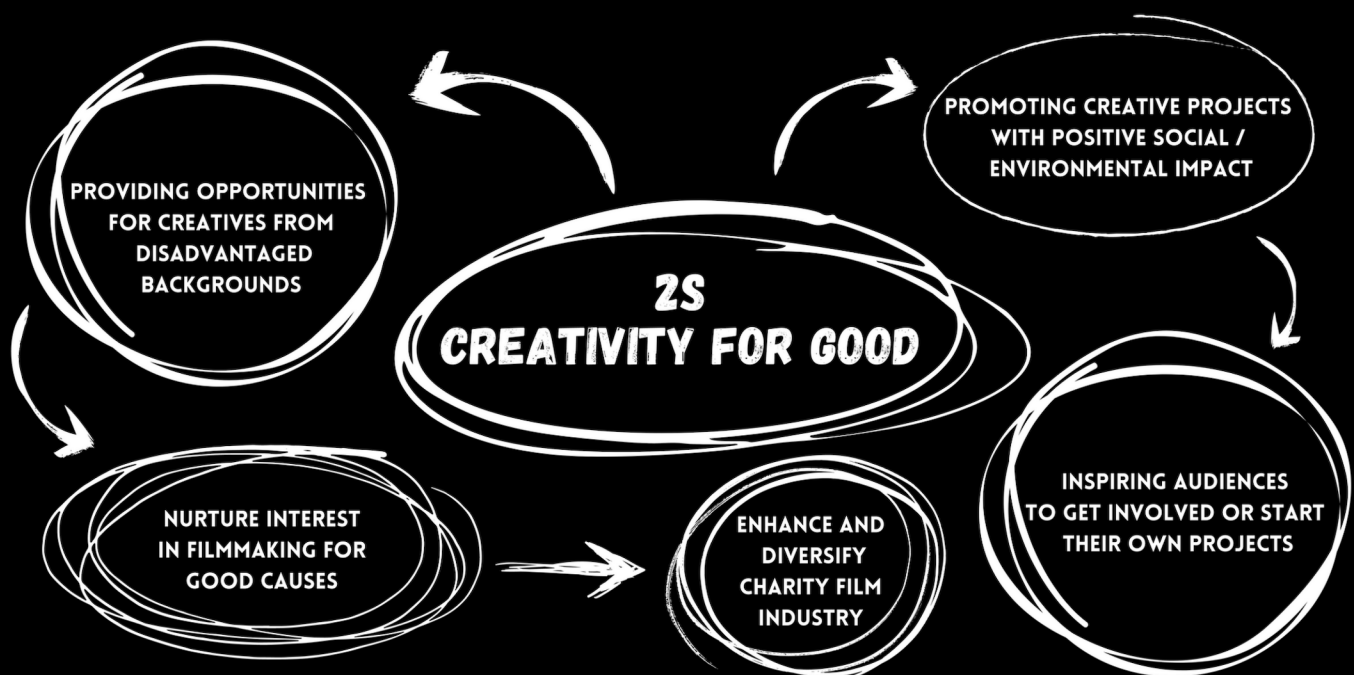
Our approach not only ensures a positive environment for our team and clients but also strengthens our ability to attract the right talent with a shared ethos and passion to tell stories with authenticity and integrity.



# Creativity For Good

At 2S Films, we reinvest in our community, supporting a number of grassroots organisations across the capital to be seen and heard. We produce up to four free video projects throughout the year for free to support the growth of smaller yet exceptional charities and individuals who inspire and empower their community through creativity. You can see some of recent projects online on our website under the Creativity For Good title.

For these projects, we aim to involve creatives from disadvantages backgrounds, providing learning and work opportunities, diversifying the pool of filmmakers and storytellers, and inspiring the next generation to live our Creativity for Good ethos.





# About our Diversity and Inclusivity Policy

2S Films recognises that diversity and inclusion are vital for creativity and innovation: they are an essential ingredient in a successful creative agency. We are committed to encouraging diversity and inclusion and ensuring there is no discrimination in our company. We want our workforce to be truly representative of all sections of society. We want our company to be one in which every employee and freelancer feels respected and able to give their best.

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, or sexual orientation. This policy applies to employed and freelance staff and to people working 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 on the basis of aptitude and ability. Access to opportunities for promotion, training or any other benefit will also be on the basis of aptitude and ability. 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.





# Our Diversity and Inclusivity Policy

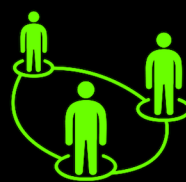


## Recruitment

- We actively seek to increase the number of people we work with who are from groups/communities that are under-represented in the filmmaking industry as a whole, or in particular job roles in the industry.
- We review all our formal and informal employment/hiring practices and procedures to ensure they are fair and help us to identify the best talent.
- We ensure reasonable adjustments are made to encourage disabled and neurodiverse people to work in or with our company, both on and off-screen.
- We actively seek to increase the diversity of our talent networks.

## Work Culture

- We create an environment in which individual differences and the contributions of all our staff and freelancers are recognised and valued.
- We 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.
- We ensure training, development and progression opportunities are available to all staff.



## Industry & Community

- We use our network and community to challenge bias and actively promote diversity and inclusivity in the workplace and within the film industry
- We actively seek to work with clients who seek to improve equal opportunities within their workplace and for those they support

# About our Environmental Policy

At 2S Films, we only work with nonprofits and brands with fantastic environmental and social credentials, because we thrive on positive change. With this at the heart of what we do, we are constantly reviewing our own approach and thinking of how we can do better for our clients and the wider world.

As a production company working with a growing team of filmmakers, we've become increasingly aware of our own environmental impact and our responsibility to keep this to a minimum. This year, we are ranking up our efforts to make our productions as environmentally friendly as possible, and to embed this idea into everything we do from conception through to shoots and delivery.

Simply saying this is not enough. We want to explain to you exactly what this looks like, and what we are committing to now and going forward. Here is our environmental policy informed by AdGreen.

# Our Environmental Policy



## Reduced Carbon Footprint

Finding, filming and bringing together the best stories with the best professionals can involve a substantial amount of travel of people and equipment. Whilst much of this is unavoidable, we are keeping this to a minimum by the following:

- We host all preliminary meetings online, reducing travel.
- We design concepts which work locally, recording audio remotely where possible and streamline productions to reduce travel days.
- Where international travel is required, we use fixers where possible.
- We provide every client with a carbon footprint report for each project using AdGreen, so that they can better understand their impact.
- Where necessary, we use electric vehicles to transport crew and equipment.
- We source catering for crew locally with a greater offering of plant-based options.
- We use Ecosia as our default search engine, which removes approximately 1kg of CO2 from the atmosphere with every search.



## Reducing Waste

Film production requires a degree of convenience and tight cost management, but we can no longer justify the current levels of waste in our industry. We reduce our waste output through the following measures:

- All crew are provided with reusable water bottles, coffee cups and cutlery.
- We source local catering, opting for plastic-free options where possible.
- All documents are paperless where possible, with copies available online for crew. Where printing is necessary, we only use recycled paper and print the minimum number of copies.
- We enforce recycling of paper, plastics, glass and food waste.
- We use a green approach to set design; reusing props, renting where necessary and opting for plastic-free alternatives.





## Cultural Impact

Within the world of media, we have a responsibility to create content that promotes a greener way of life, making the environmental conversation mainstream and helping to shape a better normal. To achieve this, we are doing the following:

- Where possible, we include greener lifestyle references within our films i.e. characters using reusable bottles, green modes of transport and sources of energy.
- We promote environmental content to influence the wider conversation, and aim for at least 10% of our workflow to relate directly to positive environmental impact.



## Working with clients

We cannot achieve green productions without the support of our clients. To enable clients to reduce impact on their part, we provide clients with guidance to distribute to their team and contributors relating to all points above.

We recognise it's a small step forward, but it's one we're excited to take and we're passionate about being a part of the solution. We believe now is the time for every organisation to look at each part of their business, and choose to work with other companies who align with their values and strive for best practice.

# Measuring Impact

## Objectives

To help promote organisations and individuals striving for positive impact.

To support exceptional creative grassroots organisations to grow their reach and impact through our Creativity For Good projects.

To encourage and enable those from disadvantaged backgrounds to create socially and environmentally positive content.

To reduce the environmental impact of filmmaking in the UK.

## Measure

We measure success of our work by reach and engagement of our content across platforms.

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We measure the success of this objective by the number of people we are able to provide learning and work opportunities to annually.

We measure the success of this objective by providing carbon footprint reports and measuring the reduction of carbon emitted from our productions.

**Thank  
You**

