



SEFEX – SAFETY FILM EXPERTS, s.r.o.

Rybná 24, 110 00 Praha 1

IČ: 28331869

www.sefex.cz

ESG Report of SEFEX- safety film experts, s.r.o.

Date of last revision: 1.11.2023

This document is reviewed regularly, at least once a year.

1. Introduction

SEFEX – Safety Film Experts Ltd., a leading provider of health and safety solutions in the film industry. Since our establishment in 2009, we have consistently evolved and refined our services to align with the best global standards. Our company mission is: “Making the film industry safer!”

We are a proud family-owned business specialising in top-notch health and safety services. Thanks to our family foundation, we’re committed to a personal touch and a high level of expertise. For you, this means meticulous attention to every detail and trust in the fact that your safety is not just a professional matter for us, but a personal mission. We pride ourselves on being systematic in everything we do and reducing entropy.

Our portfolio includes collaborations on large international film productions, providing us with extensive experience and expertise. This has enabled us to become a trusted partner for film productions of various sizes and genres.

We are also the authors of the “Safe Film in the Czech Republic” project, which comprises health and safety standards for film production, adopted by Czech trade organisations in the audiovisual industry. Our mission is to ensure safety on film sets and minimise the risks

associated with filming. In our work, we adhere to the highest standards and collaborate with the best experts in the field.

Although we are a small family business, we strongly perceive the necessity of high moral values and a responsible approach to our surroundings. Our involvement in ESG (Environmental, Social, and Governance) initiatives is not only an obligation for us but also a matter of ethics and long-term sustainability.

Our aim is to actively contribute to a better and more sustainable world. This pursuit is embedded in the three fundamental pillars of our corporate philosophy: our values, code of conduct, and ESG guidelines. These principles guide us in our daily decision-making and are crucial for our overall development.

In the environmental area (E), we focus on minimizing our ecological impact within the film industry. This includes efforts to reduce emissions, efficiently use resources, and support sustainable practices in our projects.

In the social sphere (S), our company emphasizes the health, safety, and wellbeing of our employees and collaborators. We pay special attention to mental health and working environment issues, which we consider essential for the sustainable development of both our business and the industry as a whole.

Regarding governance (G), we are aware that transparency, ethical behavior, and compliance with legal norms are the foundations of trust and long-term success. Our code of conduct and internal management directives reflect this principle and ensure that our decisions and actions are always conducted with the highest integrity.

For us, it is crucial to lead by example and actively engage in positive changes in the film industry and society as a whole. We believe that even as a small family business, we can have a significant impact on promoting sustainable and responsible practices. Our effort to achieve high standards in ESG is not only a business commitment for us but also an expression of our deep interest in the future of our planet and society.

Our company closely cooperates and is a partner of the non-profit organization - European Institute of Occupational Safety in the Film Industry, z.ú.

2. Environmental (E) Strategy

Waste Management and Reduction: As a responsible organization, we diligently practice waste sorting. This is not just limited to our office premises but extends to all our projects where we strive to set an example. We particularly focus on measuring and reducing plastic waste production in our office. Gradually, we are replacing single-use packaging with reusable alternatives. Our building owner facilitates waste sorting by providing specialized waste bins. To

further our commitment, all employees are provided with reusable water bottles, and we use washable cutlery in our office. Most of our documentation, including accounting, is digitized, except for documents where current legislation requires paper archiving. We also strictly adhere to the Czech Republic's stringent legislation on corporate waste management.

Carbon Footprint Reduction: Our action plans for reducing emissions and achieving carbon neutrality are underway. A significant step in this direction is our use of Apple brand computers, mobile phones, and tablets. Apple announced its plan on June 21, 2020, to be 100% carbon neutral by 2030, with some of its products already having a zero carbon footprint. All unusable electronics are resold for further use. We've implemented a system for planning trips with our company vehicle, prioritizing rides with two or more people when project logistics allow. During summer months, employees have the option to use a company-provided motorcycle, which is more eco-friendly than cars. For shorter distances, walking is preferred, and when using taxi services, we opt for electric vehicles.

Currently, our office lease terms do not allow us to monitor heating and electricity usage due to a flat rate payment structure. However, we have installed energy-efficient LED lighting in our office and for remote workers, which meets daylight standards, positively impacting not only electricity consumption but also employee health. As part of our corporate challenge, 50% of our employees have switched to vegetarianism, altering their dietary habits for sustainability.

Sustainable Sourcing: Just as we prefer electronics suppliers with a zero carbon footprint plan, we aim to generally favor suppliers that meet ESG standards. 50% of our employees use hybrid or electric vehicles for personal transportation. We regularly organize challenges and competitions for our employees to promote sustainable practices within the company.

3. Social (S) Strategies

Workplace Safety and Health: Detailed Description of Safety Protocols and Rules

1. **Workplace Ergonomics:** All our employees have access to health ergonomic office chairs and height-adjustable desks, allowing for both sitting and standing work. Monitors and keyboards are positioned in accordance with the recommendations of the Czech State Health Institute. These ergonomic measures not only increase the comfort of our employees but also demonstrably contribute to increased productivity and reduce the risk of work-related injuries.
2. **Injury Prevention:** In the office, the use of non-slip footwear is mandatory, and a first-aid kit is provided. All employees regularly undergo annual occupational safety and health training. Special lighting certified for daylight level illumination positively impacts attention, mental health, concentration, and safe movement in the office. Thanks to these measures, we have recorded a significant decrease in the number of workplace accidents.

3. **Fire Safety:** Our office is equipped with fire extinguishers in accordance with the current Czech standards. All employees regularly participate in fire safety training and evacuation drills. A fire watch is firmly established. Employees are thus equipped with skills in fire safety that they can utilize beyond the workplace.
4. **First Aid:** A first aid kit is available in the office in accordance with Czech legislation. As part of the career order and education system, it is mandatory to undergo regular first aid courses, with higher positions requiring combat medicine courses up to the level of TCCC medical provider. These skills have already been successfully utilized in several critical situations.
5. **Mental Health and Wellbeing:** We offer 24/7 phone consultations with a psychologist. We have established a trust box for anonymous suggestions and ideas for improvement. We adhere to a code of conduct that includes active combat against bullying and harassment. Employees have access to a certified wellbeing first aider. They are also encouraged to educate themselves in psychology, wellbeing, and crisis intervention, including training on respect and gender issues.

In these areas, we continually monitor trends and best practices to ensure not only the safety but also the health and wellbeing of our employees, which has a direct positive impact on productivity and satisfaction within our organization.

Diversity and Inclusion

Our company is committed to supporting diversity and inclusivity in the workplace, reflected in our policies and practices:

1. **Neurodivergent-Inclusive Workplace:** Approximately 50% of our employees are neurodivergent. We provide specialized adaptation programs, educational initiatives, and work tools designed to be friendly for these employees, while supporting their professional growth and development.
2. **Volunteering:** Our employees actively participate in volunteer activities under the humanitarian organisation ADRA, visiting elderly people in retirement homes. These activities not only build an atmosphere of understanding and acceptance but also develop employee skills in areas such as empathy, communication, and teamwork.
3. **Equal Opportunity Recruitment:** During recruitment, we strictly evaluate the abilities and skills of candidates with an emphasis on equal conditions. We use anonymized resumes and diverse selection panels to ensure equality of opportunity regardless of race, sexual orientation, or gender.
4. **Measuring and Monitoring Success in Diversity and Inclusion:** We regularly evaluate our diversity and inclusive initiatives through employee satisfaction surveys to ensure that our measures have a positive impact.
5. **Employee Engagement and Feedback:** We support open dialogue and feedback from employees on diversity and inclusion through regular meetings.
6. **Education and Open Communication:** We inform and educate our employees about the importance of diversity and inclusion and promote an open and inclusive work culture.

These initiatives are a fundamental part of our commitment to building a diverse and inclusive workplace that respects and values the unique contributions of each individual.

Education and Training

For our company, education and training are of utmost priority. We focus on developing both our internal and external team members through a well-structured career order, firmly rooted in education and certification policies.

1. **Career Order Based on Education and Certifications:** Our career order details how education and certification contribute to the development of professional skills and career progression of our employees. This includes specific examples of educational paths and certification opportunities that are key to advancement within our company.
2. **Transparent Certification System:** We have a completely transparent system for certification requirements and exams for specific job positions, including regular reassessment. This approach ensures that all employees have clear information about what is needed to achieve and maintain qualifications for their positions.
3. **Support for Studying Alongside Work:** We enable our employees to study at university concurrently with their job and provide them with paid study leave for this purpose. This policy actively supports the personal and professional development of our employees, which has a direct positive impact on their performance and job satisfaction.
4. **Results and Impact:** We regularly monitor and evaluate how our educational and training policies affect employee performance and satisfaction. We have recorded a positive impact on overall efficiency and engagement in our company, underscoring the value of our investments in education.
5. **Feedback from Employees:** We systematically collect feedback from our employees regarding the effectiveness and benefits of educational and training programs. This feedback is crucial for the continuous improvement and innovation of our educational initiatives.
6. **Sustainability and Social Responsibility:** Our educational policies and programs are integrated into our broader sustainability and social responsibility goals, as we believe that well-educated and trained employees are the foundation for long-term success and positive social impact of our company.

4. Corporate



Governance

Corporate governance, or the management and control of a company, is essential for maintaining transparency, accountability, and ethical behavior within an organization. Our company implements clear rules and procedures that ensure effective and fair decision-making. We focus on:

1. **Leadership Structure:** We have a balanced management system with clearly defined roles and responsibilities for the management and supervisory boards.
2. **Transparency in Decision-Making:** All key decisions and changes are communicated to stakeholders with a high degree of transparency.
3. **Ethical Code and Integrity:** We foster a culture of integrity and adherence to ethical standards in the daily behavior of our employees.
4. **Risk Management:** We implement a comprehensive system for identifying, assessing, and managing risks that protect our company and its stakeholders.

Compliance

Compliance is key to our company. We recognize the importance of conforming to local and international laws and regulations that affect our business. This includes:

1. **Active Legislation Monitoring:** We constantly monitor changes in legislation and regulations to ensure our practices comply with the latest requirements.

2. **Training and Awareness:** We regularly train our employees in relevant laws and internal rules to ensure their compliance.
3. **Audits and Inspections:** We conduct internal and external audits to verify compliance with legal and regulatory requirements.

Stakeholders

Engaging stakeholders is essential for achieving our sustainability and social responsibility goals.

Key aspects include:

1. **Communication and Engagement:** We maintain open dialogue with all stakeholders, including employees, customers, suppliers, and communities.
2. **Collaboration and Partnerships:** We actively seek opportunities for partnerships and collaborations with organizations and groups that share our values and goals.
3. **Feedback and Innovation:** We regularly collect feedback from our stakeholders and use it for innovation and improvement of our products, services, and internal processes.

5. Case Studies

Case Study 1: Green Technologies at SEFEX

Summary: SEFEX, a company specializing in health and safety solutions in the film industry, implemented innovative green technologies to reduce its carbon footprint and support sustainability.

Challenge: While working on large international film productions, SEFEX faced high energy consumption and waste production.

Solution: The company invested in Apple brand computers, mobile phones, and tablets, known for their commitment to achieving carbon neutrality. Additionally, a system for planning trips with the company vehicle was introduced to minimize emissions.

Results: These measures led to a significant reduction in SEFEX's carbon footprint and strengthened their reputation as a leader in sustainable practices in the film industry.

Case Study 2: Mental Health Program at SEFEX

Summary: SEFEX implemented a comprehensive mental health support program for its employees, including access to psychological assistance and training focused on mental wellbeing.

Challenge: High stress and demanding working conditions in the film industry negatively impacted employees' mental health.

Solution: The company introduced 24/7 phone consultations with psychologists while having a certified mental health aider available in our company. Trust box for anonymous suggestions and improvements was also established, and employees were trained in areas of respect and gender issues.

Results: The program increased overall employee satisfaction and productivity and contributed to creating a more positive and supportive work environment.

Case Study 3: Diversity and Inclusion at SEFEX

Summary: SEFEX demonstrated its commitment to diversity and inclusion by employing a significant number of neurodivergent individuals and supporting the volunteer activities of its employees.

Challenge: To overcome workplace barriers for neurodivergent people and to enhance social awareness of diversity.

Solution: 50% of SEFEX's employees have diagnoses of dyslexia, dysgraphia, or dysorthographia. The company provided specialized adaptation programs and educational initiatives, and supported volunteer work for mentally disabled seniors.

Results: This strategy not only improved the work environment and awareness of inclusivity but also strengthened social responsibility and the overall reputation of SEFEX in the field of diversity.

6. ESG Report Conclusion

SEFEX - Safety Film Experts Ltd., as a leading provider of health and safety solutions in the film industry, is committed to continuously innovating and developing our ESG (Environmental, Social, and Governance) initiatives. Our engagement in sustainability, social responsibility, and corporate governance has enabled us to achieve significant successes while maintaining a strong market position.

Environmental Efforts: Through our green technologies and policies for waste and emission reduction, we have significantly reduced our carbon footprint and supported sustainability in our sector.

Social Responsibility: Programs supporting mental health, educational and training activities, as well as our efforts in diversity and inclusion, have positively impacted our employees and the wider community.

Governance Practices: Our firm principles of proper corporate governance and compliance are the foundation of our ethical and transparent approach to business.

Future Steps

1. **Continued Sustainability Efforts:** We will focus on further reducing our emissions and increasing resource efficiency, while continuously seeking new ways to support sustainability in the film industry.
2. **Expansion of Social Programs:** We plan to expand our mental health and wellbeing programs and further develop initiatives to support diversity and inclusion within our organization.
3. **Strengthening Governance Structures:** We will continue to improve our internal processes and policies to ensure a high level of transparency, ethics, and accountability.
4. **Engaging Stakeholders:** We will intensify our focus on dialogue with all our stakeholders to ensure our ESG initiatives align with the needs and expectations of our employees, customers, suppliers, and the wider community.
5. **Continuous Monitoring and Improvement:** We will regularly evaluate our ESG activities and seek opportunities for further development and improvement.

This journey will not only allow us to respond to changing needs and expectations in sustainability but also actively contribute to a better and more sustainable future. SEFEX is committed to being a leading example of ESG in the film industry, both locally and internationally.

In Prague 1.11.2023.

Mgr. Jiří Kosorinský, MBA
Owner