

Code of Ethics /

CONTENTS

4/

Core Values

6/

Responsibilities Toward Partners and Suppliers

8/

Monitoring and Whistleblowing Mechanism

5/

Commitments

7/

Disciplinary Measures

INTRODUCTION

Integrity/ Responsibility/ Transparency/

We are committed to conducting our business with **integrity** and **responsibility**, in full compliance with **laws, regulations**, and **ethical standards**.

As a creative production company, we have a duty to uphold **social, environmental**, and **ethical values**, ensuring that every project reflects our vision of a respectful and sustainable industry.

This Code of Ethics defines the principles that guide our daily actions.

It applies to all Brachfeld employees, collaborators, and partners, providing a shared reference for responsible, transparent, and fair practices.

Our ambition/

To make **integrity, collaboration**, and **accountability** the **foundation** of our work, from concept to production.

CORE VALUES

At the heart of our **ethical approach** lie the values that guide every **action, decision, and collaboration**.

They reflect who we are, and how we work.

Integrity/

Acting with **honesty, transparency, and fairness** in every interaction. Upholding the highest standards of conduct, internally and externally.

Social Responsibility/

Ensuring a **positive impact** on society.
Promoting **inclusion, equity, and fair practices** for all.

Environmental Responsibility/

Reducing our ecological footprint. Encouraging **sustainable production, reuse, and circular solutions**.

Human Rights/

Promoting **respect** for human rights and **fundamental freedoms** for **every individual**.

Trust and Collaboration/

Building **transparent, fair, and respectful relationships** with teams, partners, and clients.
Fostering cooperation and dialogue as drivers of progress.

COMMITMENTS

Compliance with Laws and Regulations/

We comply with all applicable laws and regulations in every country where we operate.

Our practices respect both **legal obligations** and **ethical standards** within the audiovisual production industry.

Non-Discrimination and Anti-Harassment/

We maintain a **respectful, inclusive**, and **fair workplace**. Any form of discrimination or harassment, moral or sexual, is strictly prohibited.

We apply a zero-tolerance policy and enforce disciplinary measures when required.

Working Conditions and Well-being/

We ensure a **safe, dignified**, and **positive working environment**, free from violence or coercion.

Health and safety standards are applied on all sets and in offices, promoting collective well-being.

Ethical Business Practices/

We conduct all business relationships **transparently** and with **integrity**.

We honor our **commitments**, respect **contractual terms**, and expect the same from our partners.

Confidentiality and Data Protection/

Confidentiality is essential to our work.

All **strategic, commercial**, and **personal data** are protected under GDPR and our internal policies.

Conflicts of Interest/

Employees and partners must avoid situations where personal interests could influence professional judgment.

Any potential conflict must be reported to management.

Gifts or advantages that may affect impartiality are not permitted.

Environmental Responsibility/

We actively **reduce our environmental impact** by **optimizing resource use, minimizing waste**, and **promoting sustainable choices**.

Suppliers and partners are encouraged to adopt eco-efficient and circular practices.

RESPONSIBILITIES TOWARDS PARTNERS AND SUPPLIERS

We aim to build **long-term, transparent, and responsible relationships** with all our **partners** and **suppliers**.

These relationships are founded on **trust, fairness, and mutual commitment** to sustainability.

Responsible and Transparent Relationships/

We expect our partners and suppliers to **uphold ethical standards** consistent with our own.

Integrity, social responsibility, and environmental awareness are fundamental requirements.

Our commitments:

- **Transparent and objective selection processes**, free from favoritism or conflicts of interest.
- **Confidentiality** of shared commercial and strategic information.
- **Open and constructive dialogue** to continuously improve practices.

Contractual Commitments and Payment Terms/

We maintain **fair** and **reliable** business relationships based on respect for contractual obligations.

Our commitments:

- Respecting **payment deadlines** in accordance with legal and **contractual terms**.
- Encouraging **dialogue** and **collaborative solutions** in case of difficulties.
- Fostering **cooperation** and **constructive dispute resolution**.

DISCIPLINARY MEASURES

Brachfeld enforces the principles set out in this Code with **rigor** and **fairness**.

Any breach of these principles, by internal employees or external partners, will be reviewed carefully.

Depending on the severity of the case, sanctions may include/

- Formal warnings
- Suspension or termination of contracts
- Legal action when required

Our objective is not only to ensure compliance, but to maintain a **respectful**, **transparent**, and **accountable** professional environment.

MONITORING AND WHISTLEBLOWING

To ensure the effective application of this Code of Ethics, Brachfeld has established an internal system for reporting and oversight.

Ethics Officer/

The Director of Brachfeld acts as the designated **Ethics Officer**.

She is responsible for handling all questions or concerns related to:

- Compliance with the Code of Ethics
- Working conditions and employee rights
- Discrimination, harassment, or conflicts of interest

Ethics Officer: **Marie-Caroline Beauchef**

Contact: mariecaroline@brachfeld.world

Reporting Process/

All reports are treated with strict **confidentiality** and **without retaliation**.

Each case is examined carefully, and appropriate measures are taken to ensure **fairness, protection, and resolution**.

Our goal is to foster **open dialogue, accountability, and continuous improvement**, ensuring that our ethical commitments are lived every day.

CONCLUSION

At Brachfeld, we firmly believe that an ethical commitment is essential to building a **sustainable, responsible** company that respects **social** and **environmental** challenges.

This Code of Ethics is more than an obligation, it is a collective commitment shared within the company and with our external partners.

We expect all those who work with us to embrace these principles and contribute to making our value chain a model of **responsibility, integrity, and sustainability.**

THANK YOU /

