



1. Policy Statement

- Green Film Talent is committed to creating a safe, respectful, and inclusive environment for all talent, including minors, and their parents, guardians, chaperones, staff, and collaborators.
- We uphold zero tolerance for harassment, abuse, exploitation, discrimination, or unsafe conduct, whether verbal, physical, digital, or psychological.
- We champion safeguarding best practice across the industry and align our standards with Spotlight's Safeguarding Policy and CMA, UAE guidelines.

2. Scope

- Applies to all employees, contractors, actors, crew, volunteers, parents/guardians/chaperones, and third-party partners.
- Covers all workspaces including sets, auditions, rehearsals, transport, digital communications, and any environment where Green Film Talent represents or interacts with all talent, including minors.

3. Definitions

- Talent: all talent as represented by Green Film Talent, including minors under 18.
- Safeguarding: protecting individuals from harm, especially minors and vulnerable adults.
- Harassment: unwanted conduct that violates dignity or creates an intimidating, hostile, or offensive environment.

4. Preventive Measures

- Mandatory induction on safeguarding and harassment for all new hires and talent.
- Codes of safe and harassment-free conduct shared before production begins, as per production guidelines, as applicable.
- Designated Point of Contact (or Safeguarding Officer) on each set, as per production guidelines, as applicable.

5. Reporting & Response

- For parents/legal guardians/chaperones - if you think your or any child is in immediate danger, contact the police. If you're worried about your or any child but they are not in immediate danger, you should share your concerns to the Owner (Nena Ostrogovic) via confidential reporting channels (email).
- We will act upon any concerns reported and follow the protocols to ensure that matters are handled appropriately and in accordance with legislation.
- We will take appropriate action within our service powers in accordance with safeguarding investigations.
- Reports will be investigated promptly and fairly.
- Protection from retaliation for whistleblowers will be implemented.
- Disciplinary action will follow for confirmed violators, up to termination or legal referral.



6. Working with Minors

- Parental consent is required at all times.
- Talent under the age of 16 should be accompanied by a parent/guardian for castings and projects.
- No unsupervised interactions between adults and minors.
- Age-appropriate roles, working hours, and environments will be implemented.
- For talent under 18 listed (on Spotlight), Terms and Conditions presented in the application process explicitly state that no child under 18 can access a Spotlight account. All talent under 18 accounts on Spotlight must be owned and maintained by a parent or legal guardian, and processes are in place to remove access if there is concern that this is not being met. Parent or legal guardian contact details are a mandatory requirement in the Spotlight application process.
- Talent under 18 accounts on Spotlight are restricted to ensure only their representatives can identify and apply for opportunities.
- All talent under 18 must continue to be represented by a vetted agent to maintain their Spotlight membership.
- Robust data protection and confidentiality procedures are in place that ensure no personal information is ever disclosed to non-authorized parties.
- Images for headshots are reviewed to ensure appropriateness as well as quality on Spotlight.
- We will champion the protection and safeguarding of all talent, particularly those under 18, within our business and across the industry and we will promote our Safeguarding Policy to parents, guardians and industry professionals who represent and work with talent under 18.
- We will give equal priority to keeping all talent under 18 safe regardless of their age, disability, race, religion, belief, or gender.
- We will create a safe environment across our platform and safe spaces for children when they are in attendance at our events.
- We will implement safe recruitment procedures.
- We will ensure all collaborators of Green Film Talent, as appropriate to their scope, understand their responsibilities in safeguarding children.
- The Safeguarding responsibility is assigned to the Green Film Talent Owner, Nena Ostrogovic.

7. Digital Safety

- No unauthorized sharing of personal data, photos, or videos is allowed.
- We will champion the protection and safeguarding of all talent within our business and across the industry through working with industry professionals and partners.
- Secure storage of talent profiles and contracts.
- Consent required for any promotional use of images or footage.

8. Training & Awareness

- Annual refresher training for staff and collaborators.
- Digital reminders on set and in offices.
- Inclusion of safeguarding clauses in our contracts.



9. Monitoring & Review

- Policy reviewed annually or after any incident.
- Feedback from talent and crew incorporated into updates.
- Compliance audits during and after productions, as per production guidelines, as applicable.

10. Contact & Support

- Nena Ostrogovic, Owner (talent@greenfilm.me/ +971 52 87 33 909).
- External support: UAE Ministry of Human Resources, local legal counsel, or industry partners, as appropriate.

11. Promotion

- Our policy statement will be promoted on our websites, attached to talent agreements, and mentioned in relevant communications.