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STAKEHOLDER'S AGREEMENT 2024

Scotica Film Ltd.
Constitution Pt. III: Stakeholder's Agreement

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ABOUT THIS DOCUMENT

This Stakeholder's Agreement is designed to provide all those with whom Scotica Film is affiliated (clients, agencies, contractors, suppliers and other third parties) with an insight into the values and standards we aspire to in all our operations. We love to work with those who share these principles, and in partnering with Scotica we hope you will help us uphold them.

This document is not a fully comprehensive detailing of our *modus operandi* - you can find more detail on specific policies regarding reporting, quality assurance, philanthropy, competition, artificial intelligence, data protection and employment in our Code of Ethics.

At Scotica, we use our skills as environmental storytellers to capture the importance of our wild spaces and the communities connected to them. Our commercial and documentary work is narrative-led, rooted in a love for landscape. Telling these stories forms meaningful bonds between brands and their audiences, and creates a ripple effect of positive change.

If we can nurture our bond with the natural world, we're taking the first steps towards a fairer, happier and more sustainable society.

We have four core values which we feel best represent our ethical priorities, and the *raison d'être* behind our work. These values are not exhaustive, but are the principle motivators behind our stakeholder selection and internal operations.

I. CHAMPION THE RIGHT CAUSES

We capture the spirit of hope, of community, to show how the outdoors, and protecting nature, can inspire the best in us. Our focus is in telling outdoor and environmental stories that have a positive impact on people and planet. In our commercial and our documentary film work, it is key for us to work alongside brands and organisations who also have ethics at their heart.

When deciding to work with a new client, supplier or other collaborator, we ensure these organisations or individuals aspire to the same standards as Scotica, and are enthusiastic about supporting Scotica in attaining these standards for the application and delivery of each project.

We love to work on projects which:

- illuminate an important and urgent social or environmental issue
- express a strong bond between humans and the natural world
- tell stories which inspire through positivity, and are solutions-led
- have a low footprint on the planet and the local environment
- are respectful of local people and cultures

We prioritise stakeholders who:

- are compliant with all local and national laws and regulations
- have their own suitable and robust governance ethics policy
- engage in positive social and/or environmental practices beyond regulatory requirements
- hold certifications related to social and/or environmental performance.

II. PRACTISE REAL SUSTAINABILITY

We tread lightly on the landscape, ensuring there is no disturbance to local fauna and flora, and working in a way which is sensitive to those most intimately connected with the land, its ecology and history. All Scotica shoots are designed to have the lowest possible environmental footprint; we minimise travel, hire local as much as possible, and offset through tree-planting. We aim for zero to landfill and prioritise vegetarian catering. Our focus has always been and will always be on promoting, preserving and revitalising the incredible natural landscapes we're privileged enough to have on our doorstep.

In order to minimise our effect on the earth, we encourage stakeholders to:

- hire local staff and crew, and think carefully about unnecessary travel
- prioritise ride-sharing and low-carbon forms of transport
- track their own project emissions to allow us to offset them, through our tree-planting scheme with Scottish rewilding charity Trees for Life
- minimise excess power and water usage
- try, wherever possible, to minimise plastic waste on shoots
- heed local regulations and culture on land use, access and sensitive fauna and flora
- ensure all project personnel and stakeholders are briefed (and receive training where necessary) on minimising environmental impact

III. STRIVE FOR TRUE REPRESENTATION

We are building a culture that celebrates and highlights authenticity, seeking out those lesser told stories in the UK and beyond. A strong creative team is one that fully represents the project, and we aim to provide opportunities and mentorship behind the camera for creatives from all backgrounds. We are continually learning, building a creative community driven by a shared passion for sustainability – both in front of and behind the camera.

In our attempts to forward fair and equal representation in our industry, we encourage stakeholders to:

- provide opportunities for disadvantaged and inexperienced personnel on projects
 - seek stories about under-represented or unheard voices
- pay fair and competitive rates consistent with industry standards, with zero tolerance for sub-living-wage pay or zero hour contracts
- communicate with Scotica and other stakeholders about their own best practises.

Like elsewhere in the industry, fair and equal representation is an ongoing challenge at Scotica. Our long-term success in this regard should be self-evident from the work we produce, and we hope to lead by doing, showing rather than telling.



IV. CREATE A POSITIVE ENVIRONMENT

We shed our ego; creating a positive space is one of our most fundamental values at Scotica. Creative collaboration is at our core, and everybody is valued and heard. Safeguarding the well-being of everyone who's a part of our shoots is one of our most fundamental values. Through our professionalism, planning, and experience, we do everything we can to keep our cast, crew and clients safe – physically, mentally and emotionally.

To ensure this, we ask stakeholders to:

- heed risk assessments, and carry out no tasks where safety is in doubt
- appoint qualified and trusted dedicated safety personnel where required
- report issues and occurrences or voice concerns in a professional manner
- take a zero-tolerance approach to bullying or harrassment of any kind
- equally value individuals, and their contributions, irrespective of heirarchy.

On behalf of Scotica Film, I would like to thank you for your time in reading this document. We welcome all kinds of feedback from all sources, so if you have any comments or questions, please do not hesitate to let us know. It is only by communicating in an open and honest fashion that we can truly work in the best interests of people and the planet, and deliver our messaging in an effective way.

We look forward to working with you, and would love to welcome you to the Scotica family.



Gregor D. Sinclair
Managing Director

