

## Pioneer Sustainability Policy

### 1. Introduction:

At Pioneer, we infuse our passion onto screen with a strong commitment to operating in a sustainable and responsible manner to minimise our environmental impact, supporting the well-being of our communities, and creating long-term value for our stakeholders. This sustainability Policy outlines our dedication to eco-conscious practices and our approach to achieving our sustainability objectives.

Pioneer's focus on Diversity, Inclusion, Equality, Accessibility and Sustainability synchronises to create a comprehensive framework to build a better film industry. Aimed at building a more progressive and inclusive film industry and promoting positive change.

Through these pillars, we ensure that cast, crew and stakeholders have a clear understanding of sustainability and recognise its interconnectedness. Together, they emphasise that sustainable practices are not just a goal, but a way of life that uplifts all communities and protects our planet for generations to come.

### 2. Policy Statement:

#### *2.1 Environmental Responsibility:*

Our ultimate goal is to lead the industry towards sustainable, zero-waste, **carbon-neutral**, and regenerative practices. We recognise our responsibility towards a greener future, we strive to set a new standard for environmentally conscious production in Hungary.

We pledge to:

- Start sustainability initiatives early in the production process.

- Engage department heads and crew members to foster proactive environmental stewardship.
- Ensure recycling facilities on set for paper, plastic, glass, aluminium, and cardboard.
- Encourage crew to minimise disposable items and opt for reusable alternatives.
- Prioritise products with recycled content for props, materials, and cleaning.
- Minimise energy consumption with energy-efficient equipment and lighting.
- Encourage crew to turn off non-essential equipment and utilise natural lighting.
- Implement water-saving measures and encourage crew to be mindful of water usage.
- Explore rainwater harvesting and water reuse opportunities.
- Conduct assessments to identify and mitigate risks to the environment.
- Minimise ecological footprint and protect natural habitats during location scouting and planning.

By engaging our team and implementing proactive measures, we aim to become a sustainable role model within our industry.

## 2.2 Social Responsibility:

We understand that sustainability goes beyond environmental stewardship; it includes social responsibility and ethical practices. We are dedicated to advocate for greater sustainable awareness amongst crew and stakeholder, engaging in employees, suppliers, and local communities to create environmental awareness.

We pledge to:

- Partner with local organisations for community development.
- Encourage employee volunteerism and community service.
- Prioritise local hiring and procurement.
- Provide a safe, inclusive, and respectful work environment.
- Offer sustainable development and training.

- Education for employees on sustainable practices.
- Collaborate with ethical suppliers promoting fair labour.
- Foster an inclusive workplace where all voices are heard.

Furthermore, our green policy encourages collaboration, knowledge sharing, and collective action. A culture of inclusivity, fairness, and respect for human rights throughout our operations and interactions with stakeholders.

### *2.3 Economic Sustainability:*

We put emphasis on creating a circular economy, embracing sustainability and resource conservation, with circular practices to minimise waste and maximise the value of resources throughout our production processes. We recognise this goal can not be achieved alone.

We pledge to:

- Prioritise resource efficiency to reduce the consumption of raw materials and natural resources.
- Reduce waste and optimise resource use to lower production costs and environmental impacts.
- Recycling and reusing materials wherever possible.
- Actively seek opportunities to repurpose materials, equipment, and props to extend their lifecycle and reduce the demand for new resources.
- Adhere to responsible waste management practices to minimise environmental impact.
- Segregate waste streams, dispose of hazardous materials properly, and partner with recycling facilities to divert waste from landfills.
- Collaborate with suppliers to promote circular economy principles throughout the supply chain.
- Prioritise suppliers who share the commitment to resource conservation and support initiatives like product take-back programs and sustainable packaging solutions.

- Conduct life cycle assessments of products and processes to identify areas for improvement.
- Understand environmental impacts from cradle to grave to make informed decisions for waste minimisation and resource efficiency. It is important to include sustainability from start to finish.

By adopting circular economy principles, we reduce our environmental footprint and create economic value through resource optimization and waste reduction. Through continuous collaboration and innovation, we are dedicated to building a more sustainable and resilient film industry.

### **3. Objectives and Targets:**

To reiterate, Pioneer is dedicated to advancing its sustainable commitment, with the ultimate aim, being carbon-neutral. Recognising that this goal cannot be achieved alone, we have established specific, measurable, and achievable sustainable practices and targets to continuously enhance our sustainability performance.

#### *3.1 Monitoring and Review:*

Monitoring and analysing our sustainable performance will form a large part for achieving these targets; yearly assessments, reporting and data analytics, from 2024, will establish our progression towards our sustainable commitment. We will continuously strive to identify opportunities for sustainable improvement.

### **4. Responsibilities, Communication and Engagement:**

All contractors, employees and suppliers are responsible for adhering to this Sustainability Policy and support Pioneer's sustainability objectives. We will provide leadership, resources and support to promote and implement our sustainability initiatives throughout the organisation. Furthermore, we will communicate our Sustainability Policy and progress towards our eco-conscious objectives to all

relevant stakeholders, while actively engaging with them on feedback, best practice and collaboration on sustainability initiatives.

## **5. Compliance**

Pioneer is committed to complying with all applicable laws, regulations, and enhancing sustainability industry standards. We will also strive for accountability and transparency through regular reporting on our objectives and targets progression and sustainable performance.

## **6. Conclusion**

Pioneer is dedicated to enhancing environmental measures to promote sustainable productions. Recognising our responsibility towards a more eco-conscious film industry. We aim to become a green leader in production in Hungary and set an example for others to follow. We believe every step counts, no matter how small, it is crucial to start now. Together, we can make a difference.