

## APFI Code of Conduct for Members

Audiovisual Producers Finland – APFI is tasked with advocating for the rights of Finnish producers of audiovisual content. APFI actively seeks to create common ground rules for the industry, and to promote the positive development of the image and experiences related to content creation as a trustworthy, honest and modern industry employer and partner.

Hence, as an APFI member I promise to adhere to the following Code of Conduct:

- To comply with laws and regulations
- To comply with the agreements and commitments we enter
- To treat all employees fairly and equally, and to not employ interns or trainees with the intention that their contribution would replace that of a paid employee
- To respect the right of employees to join trade and labor unions
- To base selections of new personnel on professional qualities and skills
- To respect the dignity of each individual, and to have zero tolerance for any sexual or other discrimination, harassment and abuse
- To promote wellbeing at work, and to create a working environment which promotes transparency and prevents burnouts
- To ensure a healthy and safe working environment
- To treat all partners in business fairly and equally
- To promote openness and transparency among stakeholders
- To strive to meet the ethical, legal, commercial and public expectations of the entire industry in all activities
- To strive for environmentally sustainable development in all activities