

*As a media producer and content distributor, the CANAL+ Group is conscious of its responsibility to represent a diverse cross-section of society and promote equality.*

*Throughout our collaboration – and beyond the artistic choices in the works we produce, co-produce and distribute – we would like to draw your attention to several different points and challenges, in which we need to be proactive.*

*We would like to ask you to ensure equality within your/our teams – regardless of one's position – without gender pay inequalities and by continuously promoting diversity. The access to professional training is key to career evolution and development especially when scouting new sources of talents, such as recruiting interns and assistants.*

*We would like you to:*

- Represent women and diversities without stereotypes, clichés or stigmatization*
- Ensure a fair and non-stereotypical representation of female characters. For both leading roles, supporting roles and extras, we would like these roles to embody all sorts of professions (executives, experts, scientists...)*
- Ensure that the presence of actors and actresses from diverse backgrounds in the role of doctors, managers, lawyers, architects... is made a commonplace*
- Encourage the visibility of people with handicap on screen*
- Address all sensitive scenes (nudity, violence, sex) with the utmost vigilance, and treat actors and actresses with dignity.*
- Do not tolerate any inappropriate behavior in the work and filming environment*