



Mental Health and Wellbeing Policy

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PURPOSE AND SCOPE

This Mental Health and Wellbeing Policy sets out Mid Atlantic Films' commitments and expectations to support mental wellbeing across productions and corporate operations.

The purpose of this policy is to:

- promote a safe, respectful and supportive working environment,
- reduce psychosocial risks associated with production work (e.g., long hours, stress, fatigue),
- encourage early support-seeking and responsible management practices,
- ensure alignment with applicable Hungarian and EU workplace requirements, as amended from time to time.

This policy applies to all contracted cast and crew members, interns and any third parties engaged by Mid Atlantic Films or its affiliated production entities.

KEY PRINCIPLES

Mid Atlantic Films is committed to:

- **Respect and dignity:** Everyone must be treated with respect and professionalism.
- **Early support:** Seeking support early is encouraged and will not be treated as a weakness.
- **Confidentiality:** Personal information related to wellbeing concerns will be handled discreetly and on a need-to-know basis.
- **Safety-first:** Where there is a risk of harm, safety takes priority and appropriate action must be taken.
- **Non-retaliation:** No one will face retaliation for raising concerns or seeking help in good faith.

THIS POLICY IS NOT MEDICAL ADVICE

This Mental Health and Wellbeing Policy provides workplace guidance and support pathways. It does not replace professional medical advice, diagnosis or treatment. If immediate medical assistance is needed, contact emergency services.

ROLES AND RESPONSIBILITIES

EVERYONE (ALL PERSONNEL)

All personnel are expected to:

- behave respectfully and professionally at work,
- avoid bullying, harassment, intimidation, or abusive behaviour,
- look out for colleagues and raise concerns where appropriate,

- follow production schedules and rest arrangements designed to manage fatigue and stress,
- use the reporting pathways, if support is needed.

LEADERS (HEADS OF DEPARTMENT, LINE PRODUCERS, PRODUCTION MANAGERS, SUPERVISORS)

Leaders are expected to:

- monitor workload, excessive overtime and signs of fatigue or distress,
- plan to arrange and schedule work in a way that respects rest time and recovery as far as operationally possible,
- address concerns early and signpost support options,
- foster an environment, where asking for help is not stigmatized,
- escalate urgent safety concerns immediately via appropriate channels.

Leaders are not expected to diagnose medical conditions. Their role is to respond professionally, support access to help and manage workplace risks.

PRODUCTION MANAGEMENT / DESIGNATED CONTACT

Production Management / designated contact (as applicable) will:

- maintain clear reporting routes and support resources,
- handle concerns with discretion and in line with data protection obligations,
- coordinate appropriate workplace measures where needed (e.g., schedule adjustments), subject to operational requirements and applicable law,
- document actions appropriately where required for compliance and safety.

WORKPLACE EXPECTATIONS AND PRACTICAL MEASURES

Mid Atlantic Films will aim to support wellbeing through reasonable production practices, including where practicable:

- clear communication of schedules and changes,
- planned breaks and access to rest / hold areas where available,
- fatigue awareness and escalation of unsafe working conditions,
- respectful feedback and conflict resolution.

All personnel must follow:

- local site rules,
- instructions of the Health & Safety Officer (or designated safety lead),

- any applicable production safety and professional protocols – especially where stricter than general guidance.

SPEAKING UP, SUPPORT REQUESTS AND REPORTING

If you need support or are concerned about someone's wellbeing, you should speak up early. You may report or request support via:

- the Head of Department,
- the Line Producer / the Production Manager,
- the Production Office,
- the Health & Safety Officer,
- or the designated Mid Atlantic Films contact for the production.

If in doubt or if you become aware of a potential breach of this policy, report it to your Line Producer / Production Manager or the Mid Atlantic Films designated contact.

CONFIDENTIALITY AND DATA PROTECTION

Information related to mental health and wellbeing may include sensitive personal data. It must be handled:

- strictly on a need-to-know basis,
- through approved channels,
- in line with Hungarian and EU GDPR regulations and the production's Data Privacy Notice.

No one should disclose or discuss another person's wellbeing information publicly or on social media.

EMERGENCY AND CRISIS SUPPORT IN HUNGARY

If there is an immediate risk to life or safety:

- 112 – Emergency services (Hungary / EU)

If you need someone to talk to (Hungary):

- 116 123 – Mental health / emotional support helpline (Hungary)

If you believe someone is at immediate risk of harm, contact emergency services and notify the Production Management / Health & Safety Officer as soon as it is safe to do so.

NON-RETALIATION

Mid Atlantic Films prohibits retaliation against any person who in good faith:

- raises a concern,
- reports misconduct, or
- seeks support.

Any retaliation will be treated as a serious breach of Mid Atlantic Films', its affiliated production entity's and its production's policy.

BREACHES AND CONSEQUENCES

Breaches of this Mental Health and Wellbeing Policy (including harassment, intimidation, or retaliation) may result in:

- disciplinary measures,
- contractual sanctions,
- termination of engagement,
- and/or potential legal consequences, depending on severity and applicable law.

This policy does not limit any rights or obligations arising under applicable law or contractual agreements.

POLICY REVIEW

This Mental Health and Wellbeing Policy may be updated from time to time to reflect changes in law, industry standards, or corporate practices.