



About Us

Citron Violet is a film and video production company based out of Singapore. Our focus is working with brand and NGO's to help tell their sustainability and empowerment stories. The company was formed in 2018 and films around the world, although the majority of our projects occur in SE Asia.

ESG Governance

As a SME, our ESG policies are overseen by our two founders. Together they maintain our policies and operational controls for environmental, health, safety and social risks. The founders meet regularly to set goals, budgets, and implementation timelines and monitor progress and results.

ESG Commitment

We strive to build sustainable, equitable, healthy, and diverse communities through a combination of exemplary environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how set builds, use of local crews wherever possible, zero tolerance policy to single use plastics on set and mindful digital storage management.

1. Environmental Stewardship

1.1. Overview

We aim to embed environmental stewardship in everything we do. We believe we have a responsibility to minimize the energy, carbon, water and waste impacts of our business and recognize that these impacts occur not just in the daily on set operations but also through our entire value chain. As a result, we strive to reduce environmental impacts across the full life cycle of our projects and business operations.

1.2. Statement on Climate Change

We are committed to driving down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world and know the film production industry and subsequent digital data storage contribute considerably to global greenhouse gas (GHG) emissions.

Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, tenants and community. We have committed to a short term objective of zero single use plastics available on our sets or in our offices, and we have committed to a long term objective of achieving a 10% reduction in our 2018 digital data storage usage by 2029.

1.3. Engaging with Others

1.3.1. Supplier Engagement

Because we control only a small part of our total environmental footprint, it is critical that we engage both internal and external stakeholders to drive sustainable innovation and systematic change. Supplier engagement is at the core of this mission. We drive supplier awareness and behaviour change by providing guidelines and incentives that make it easier for our suppliers to implement sustainable practices.

For example, many of our projects take place in developing countries where environmental awareness may not be prioritised. We ensure our staff, freelancers and suppliers in this region understand not only our commitment to sustainability but the reasons for this commitment. Regardless of the country the shoot is taking place, we only work with set builders who can guarantee that sets are disposed of responsibly (either through recycling, reuse or donations to charity as appropriate). Further we insist that all Food and Beverage supplier adhere to our ban on single use plastics. Production and studio staff also need to demonstrate recycling initiatives on set.



ENVIRONMENTAL SOCIAL AND GOVERNANCE POLICY

One of the most important aspects of engaging with our suppliers is their location. We try to work with local crews wherever possible in order to reduce our carbon footprint from international travel. To enable this policy, Citron Violet maintains an extensive roster of freelance crew, directors, producers, fixers and other key production staff in over 14 countries.

1.3.2. Industry Engagement

We also strive to engage key industry players—including vendors, peers, and standard-setters—on sustainability, as averting a climate crisis and other environmental disasters requires large-scale transformation that we cannot achieve alone. We are active participants with industry associations, including:

- UNGM
- RAISE (Social Enterprise Singapore)
- Mandala Sustainability Committee
- Singapore Writers Guild
- Britebirch Collective

2. Social Responsibility

2.1. Overview

A deep commitment to social responsibility is core to who we are as a company. We believe people are at the heart of our business and take pride in our outstanding work culture. We strive to be an optimal employer to our workforce and suppliers, as well as a valued partner to our communities.

2.2. Compensation and Benefits

We know that the first step in hiring and retaining the best talent is to create safe and inspiring workplaces where people feel valued. We offer competitive compensation and benefits to all regular full-time employees. We also offer a very generous equity compensation program that empowers our team members to act and feel like owners, not just employees.

Whilst our creative teams, producers and management teams are in house, given the nature of our industry, the majority of our crew tend to be freelance. Our commitment to social responsibility extends to this essential part of our workforce. We ensure that they are paid highly competitive compensation. We've committed to a 10-hour working day (maximum of 14 hour working day with overtime pay), minimum rest hours both during the day and between working days.

Full breakfasts, lunches and (where necessary) dinners are provided consisting of substantial meals with options for dietary preferences. Snacks and drinks (including healthy snacks) are provided throughout the working day. Whilst these benefits might be seen as standard in a North American union production, they are not always available in many of the developing countries where our productions take place.

2.3. Culture, Engagement and Growth

We create fun, spirited work environments that reward innovation and collaboration at all levels. Every new employee is given a copy of the Citron Violet Diversity, Environmental and Anti Bribery & Corruption policies. Leaders are encouraged to demonstrate an "open door policy" and employees can provide feedback through their annual performance reviews. We hold periodic employee appreciation events, such as our wrap parties after larger productions. We also aim to foster both personal and professional growth for employees at all levels of the organization through annual performance reviews, role-specific training and professional development opportunities.



ENVIRONMENTAL SOCIAL AND GOVERNANCE POLICY

2.4. Health and Safety

The health and safety of our employees, tenants, and vendors is of the utmost importance to us. We adhere to leading health and safety standards across our portfolio, and each year, we conduct various health seminars and require our all employees to complete safety training.

2.5. Diversity and Inclusion

As a female owned company, we have long held a commitment to equality and diversity. We embrace and value diversity in all its forms, whether gender, age, ethnicity, sexual preference or cultural background. Equal opportunity is integral to our recruitment process, as we aim to develop a community of diverse talent. We seek to maintain a positive workplace, free from discrimination and harassment. We champion pay equity and mutual respect, promoting an environment of fairness and equality. Our commitment to diversity and inclusion applies to the highest levels of the organization. We recognize that diversity strengthens our performance and promotes long-term stakeholder value.

2.6. Strengthening our Communities

We have a long history of providing meaningful, and often transformational, support to the communities in which we operate. We also provide our services at pro bono and discounted rates to local Singapore charities and social enterprises in need of our services.

3. Governance

3.1. Overview

We view good governance as essential to creating and preserving value for our stakeholders. This includes a sound approach to corporate governance that complies with all applicable laws, rules, regulations and policies as well as unwavering adherence to our values.

3.2. Holding Ourselves Accountable

3.2.1. Transparency

We believe in holding ourselves publicly accountable to our ESG commitments. We publish information about our ESG performance on a regular basis via our annual ESG Report.

3.3. Doing what's Right

3.3.1. Ethics

Our directors and all employees, including senior management, conduct themselves in accordance with the highest moral and ethical standards, informed by a robust Code of Business Conduct and Ethics. We are committed to ensuring a fair workplace for our employees as well as partners with whom we do business. We have strict policies to protect against unlawful discrimination and harassment. We have an Open-Door Policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behaviour, or fraud. We have a very strict Anti-Bribery and Corruption policy that all our staff are trained in.

3.3.2. Human Rights

Our Human Rights Policy reflects our longstanding dedication to the preservation of basic rights and human dignity in our workplace and beyond. Citron Violet holds human rights to be an essential component of our business. We support internationally recognized human rights principles that promote and protect human rights. The policy applies to our operations and affiliates in all areas we operate.

