

● POLICY

Equal Opportunity *policy*.

ADOPTED 15 OCTOBER 2026 · NEXT REVIEW OCTOBER 2027 · [EXTLOCATIONS.CO.UK/POLICIES/EQUAL-OPPORTUNITY/](https://extlocations.co.uk/policies/equal-opportunity/)

How EXT. Locations treats everyone it works with fairly and with respect.

EQO/01

Our commitment

EXT. treats everyone it works with fairly and with respect. We do not discriminate on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation (the protected characteristics under the Equality Act 2010), or on background, class or caring responsibilities.

EQO/02

Who it covers

Our team, freelance scouts and photographers, job applicants, location owners, and the productions and crews who book through us.

EQO/03

How we work

- Freelancers are engaged on skill and suitability, and paid promptly within agreed terms.
- Every production gets the same access to the library and the same service, whatever its size or budget.
- Owners are represented on equal terms, and we never accept conditions from an owner that would exclude crew or cast on a protected characteristic.

EQO/04

Access

We record access information on listings, such as step-free routes, accessible toilets, parking close to the door and quiet space, so productions can plan for disabled crew, cast and contributors from the start. We make reasonable adjustments for anyone working with us and ask privately what they need.

EQO/05

Bullying and harassment

Bullying, harassment and sexual harassment are not tolerated, whether by our team, by owners or by production crew on a location we represent. We take reasonable steps to prevent sexual harassment, as the Worker Protection Act 2023 requires, including clear expectations in our owner and production briefings.

EQO/06

Raising a concern

- Write to hello@extlocations.co.uk, or directly to Jonny Kight at jonny.kight@incolor.film.
- Concerns are handled promptly, confidentially and fairly, and no one is penalised for raising one in good faith.
- Independent, confidential support is also available from the Film and TV Charity's free 24-hour support line.

EQO/07

Review

The Director reviews this policy every year and after any complaint.

Approved by Jonny Kight, Director, In Color Productions Limited (trading as EXT. Locations), 15 October 2026.

EXT. Locations is a trading name of In Color Productions Limited · Company No. 16212581 · Registered office: C/O Accrue Accounting, Office 23, The College Business Centre, Uttoxeter New Road, Derby DE22 3WZ
hello@extlocations.co.uk · extlocations.co.uk