

CODE OF PRACTICE & DEI STATEMENT

Suzanna Rosenthal Productions Limited

We are producers, general managers, promoters and marketeers of theatre and comedy. Our work is richly varied and we engage with artists, theatre practitioners, members of the creative industries and audiences from all over the world. We aim to be representative of all sections of society and are committed to promoting and encouraging diversity, equity and inclusion among everyone we work with so that all company members feel safe, supported, trusted, respected and able to give their best.

Our core expectation is that all company members, employees, contractors, and participants will be respectful in all that we do, treat each other with trust and care, recognise our individual power and privilege, and take responsibility for our own behaviour and for reporting breaches of this code of practice.

As such:

- Suzanna Rosenthal Productions will comply with all current and future legislation relating to equality of opportunity whilst recognising that the protected characteristics enshrined in the Equality Act 2010 are not exhaustive.
- We will make reasonable adjustments for individuals wherever possible, understanding that access needs change.
- We are opposed to all forms of discrimination and will not tolerate expressions or acts that disparage and/or undermine an individual or prevent them from securing their legal rights.
- We consider all forms of harassment and victimisation to be unacceptable.
- We are committed to raising awareness and understanding amongst our company members, contractors, participants, and company directors about how to strive for inclusivity in all areas of our work and why this is important.

Diversity, Equity and Inclusion Statement

Suzanna Rosenthal Productions undertakes to ensure that all company members, employees, participants and audience members across the range of company activities are treated equitably and encouraged to develop and maximise their true potential irrespective of age, disability, gender including transgender, HIV/AIDS status, marital status including civil partnerships, pregnancy and maternity, political

opinion, race/ethnicity, religion and belief, sexual orientation, socio-economic background, spent convictions, trade union activity or membership, work pattern on the basis of having or not having dependants, medical conditions, access needs, or on any other grounds which are irrelevant to decision-making.

We do not tolerate discrimination against any of our company members, employees, participants or audience members. We recognise discrimination as being both systemic and interpersonal, which includes a process of acting unfairly against an individual or group by exclusion, verbal comment, denigration, failure to appreciate needs or the assumption of such needs without consultation.

As a company we are committed to providing space where everyone can bring their best work. We believe and expect that everyone comes to work with the best of intentions and to share this space safely. We acknowledge that sometimes we all make mistakes and misstep. We are all accountable individually for our choices, and collectively as a company, and as a team – onstage and backstage – we commit to learning from our mistakes when they happen and continuing to work on our areas of ignorance as we move forward.

Responses to breaches of our Code of Practice

Everyone is expected to read, fully understand and abide by this code in the course of their work with us.

If you know of any circumstance where you feel that the Code of Practice has not been upheld, fully observed or implemented, or where a suspect breach has occurred you should draw this to the attention of the Managing Director or a member of the management team (as appropriate) without delay.

We will respond to reported instances of contravention to this Code of Practice by conducting a full investigation of the reported incident(s). Where the Code of Practice is found to have been breached by an employee, this may be treated as misconduct and, subject to the severity of the breach, could lead to formal action in line with our disciplinary procedure.

The company operates a zero tolerance approach to sexual harassment - no worker should have to experience sexual harassment at work. Any instance of sexual harassment should be reported to the Managing Director, or a member of the management (as appropriate) without delay. All cases - whether alleged against an employee, a contractor, a company member or a third party - will be fully investigated in line with our sexual harassment policy which may lead to formal action.

This Code of Practice will be monitored and reviewed annually.

Date of Last Review: November 2025