



voluntary personal commitment for **theatre managers** and **producers**

I pledge to put the following principles into practice to the best of my ability in my professional life:

I will advocate adherence to all legal regulations in employment relations. I will pay special attention to human rights, the general act on equal treatment, and labour and collective bargaining laws. I will ensure that appropriate fees and expenses are paid, both for rehearsals and performances.

I will promote debates on values and attitudes that are key to working with others, and will actively implement this culture of values in my everyday work. I will support respect and solidarity in the treatment of all co-workers in areas within my control, and promote a climate of mutual appreciation and esteem. This includes the protection of minority groups and observance of equal opportunity and equality. In particular, I will take resolute action against sexual abuse and all forms of exploitation, harassment and arbitrariness. Thoughtfulness, social responsibility, transparency and loyalty are essential features to be aimed at in company culture.

I will stand up for co-workers' rights to critical loyalty and freedom of expression without fear of sanctions. They have the right and duty to report ethically questionable behaviour. I support a safe and healthy working environment and place special value on the artistic capital of all stakeholders and their physical and mental health. This comprises the provision of adequate conditions for rehearsals, performances and housing. I will stand up for co-workers' rights to have meaningful content in their work and to participate in decisions that concern the content of their own work.

I will support respectful treatment of all interviewees. I will take an active stance in the relevant places against giving or receiving unfair personal gain in the allocation of employment.

Place, date, name