

GCS PRODUCTION HUB POLICY

Under the Brand: Greatness Creative Studios

1. Core of Values

At GCS Production Hub, we uphold the following core values:

- God - God
- **Creativity:** Embrace innovation and originality in every project.
- **Excellence:** Strive for the highest quality and professionalism.
- **Integrity:** Act with honesty and respect towards all team members, partners, and audiences.
- **Collaboration:** Foster teamwork and inclusivity to achieve shared goals.
- **Accountability:** Take responsibility for actions, deliverables, and the well-being of the team.
- **Empowerment:** Support individuals to grow, contribute, and lead.
- Time: That everything assign, contracted, directed to do must be done on and within time
- God - God

2. Professional Conduct

- All team members are expected to treat one another with respect, free from harassment, discrimination, or favoritism.
- Clear communication is essential for success; always maintain open and respectful dialogue.
- Deadlines and schedules must be adhered to unless unforeseen circumstances arise.
- Confidentiality agreements will be enforced to protect intellectual property and sensitive information.

3. Safety Standards

- Follow all safety guidelines on set, including the use of appropriate equipment and procedures.
- Report any unsafe conditions immediately to the designated safety officer.
- Mental health is a priority; resources will be provided to support well-being during production.

4. Environmental Responsibility

- Strive to minimize waste and reduce the carbon footprint of productions.

- Use sustainable materials and practices wherever possible.
- Promote eco-friendly transportation options for cast and crew.

5. Inclusion & Diversity

- Commit to casting and hiring practices that reflect diverse backgrounds, identities, and perspectives.
- Foster an inclusive environment where everyone feels valued and empowered.
- Ensure accessibility for individuals with disabilities in all aspects of production.

6. Intellectual Property and Ownership

- All creative assets produced under GCS Production Hub are the property of Greatness Creative Studios unless otherwise agreed upon in writing.
- All props, costumes, and equipment purchased or created for productions remain the property of the GCS Production Hub as the production progresses and evolves.
- Ensure proper credit is given to all contributors.
- Copyright violations will not be tolerated.

7. Conflict Resolution

- Disputes should be addressed professionally and promptly with the guidance of a designated mediator.
- Anonymous feedback mechanisms will be available to report grievances or suggest improvements.

8. Training and Development

- Provide regular training sessions to enhance technical skills, creative expertise, and leadership abilities.
- Encourage team members to pursue opportunities for growth within the studio.

9. Media and Public Relations

- Only authorized personnel may speak to the media or post on official GCS social platforms.
- All public statements must align with the studio's brand image and values.

10. Financial Integrity

- Maintain transparency in budgets and expenses.
- Prioritize fair compensation for all contributors.

GCS PRODUCTION HUB ROYALTY POLICY

1. Overview:

This policy outlines the distribution of royalties and proceeds from movies produced by GCS Production Hub, following the project's upload on platforms like YouTube. The distribution process ensures that cast and crew who contribute to the success of a movie are rewarded based on their involvement and promotional efforts.

2. Distribution of Proceeds:

Production Budget Deduction:

Upon the successful upload of a movie on YouTube, the first priority will be the deduction of the total production budget used to create the movie, including all costs related to filming, editing, marketing, and distribution.

Royalty Allocation:

After the production budget has been recouped, any remaining proceeds will be allocated and shared among the cast and crew based on a pre-agreed percentage, as determined at the start of the project. These proceeds will be distributed on an annual basis, with each cast and crew member receiving their share of the profits in accordance with their role and contribution to the film.

3. Promotional Efforts & Eligibility for Royalties:

Promotional Requirement:

In order to be eligible to receive royalty proceeds, cast and crew members must participate in the promotion of the movie. This includes actively engaging in social media promotions, attending events, interviews, or any other activities that contribute to the visibility and success of the movie post-release.

Failure to Promote:

If any cast or crew member fails to promote the movie consistently for a period of 1 day to 1 year after its release, they will forfeit their entitlement to any royalty payments from the movie's proceeds for that period. This includes failure to engage in marketing campaigns, public promotions, or other promotional activities intended to drive the movie's success.

4. Enforcement of Clause:

Failure to comply with the promotional requirement will be reviewed and documented. Any cast or crew member found to have not met the promotional standards will be notified and will not be entitled to receive royalties from the movie for the period of non-promotion.

5. Conclusion:

GCS Production Hub's royalty policy ensures that both the financial investment in each movie and the efforts of all involved parties are fairly compensated. By encouraging consistent promotion of the project, we aim to maximize the success of each film and ensure that all cast and crew members who contribute to its success are rewarded accordingly.

Note: The percentage distribution of royalties, specific roles, and any additional details of the promotional efforts are to be agreed upon by all parties at the start of the project, and documented within the production contract.

This policy creates a balance between fair compensation and the importance of active promotional support, ensuring that all parties are motivated to contribute to the success of the project.