

Eye Care Policy

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1. Introduction

This Eye Care Policy (the “Policy”) applies to productions affiliated with The Walt Disney Company Ltd. in the UK (collectively the “Production”).

The Policy applies to all cast and crew directly employed by the Production regardless of age, disability, race, ethnicity, religion or belief, sex, gender identity, gender expression or sexual orientation, whether married, in a civil partnership, pregnant or on maternity. It does not apply to loanouts, agency workers, self-employed contractors, consultants, volunteers, or those partaking in work experience.

The Policy does not form part of the Production’s Deal Memo or any other contractual terms, and we may amend it at any time.

Any information you provide to us about your health will be processed lawfully and in accordance with the Productions’ Cast and Crew Data Protection Notice.

The Production recognises its responsibility for compliance with The Health and Safety (Display Screen Equipment) Regulations 1992 and our duty to protect our cast and crew from the risk of eye strain.

2. Eligibility and entitlements

Any person who regularly uses a display screen in the course of their work for continuous periods of an hour or more is classed as a display screen user.

You should try to organise your work so that you take frequent short breaks from looking at the screen.

You are also entitled to:

- Complete a display screen equipment (DSE) workstation assessment
- Request an eye test specific to the use of a display screen. The Production will meet the cost of these eyesight tests, up to the value of £30

If prescription glasses are required for DSE work, the Production will pay the cost of lenses and frames up to the value of £100.

3. Procedure and expenses claim

If you believe you should have an eye test in respect of your use of a display screen, you should:

- Notify your Supervisor¹ in advance, before making arrangements to have an eye test
- Schedule an eye test with an optician
- If possible, schedule such appointments for the start or at the end of the day and let your Supervisor know with as much notice as possible

The optician will confirm whether you require glasses or other corrective appliances to perform your DSE work.

The cost of the test and glasses will be reimbursed to you through the Production's expenses policy, and you should submit an expense claim as soon as possible after the purchase to ensure timely reimbursement. You are required to submit all relevant receipts as well as confirmation that glasses are required specifically for DSE use to receive reimbursement.

The Production will not contribute towards the purchase of glasses under this Policy if they are needed for general purpose, and not solely for DSE use.

You can only claim under this Policy once per Production.

¹ For the use of this Policy, the Supervisor is the person you report into regardless of their title.