

VancouverFilmStudios
3500 CORNETT ROAD



2020 CORPORATE SOCIAL RESPONSIBILITY REPORT

Setting the stage for green production

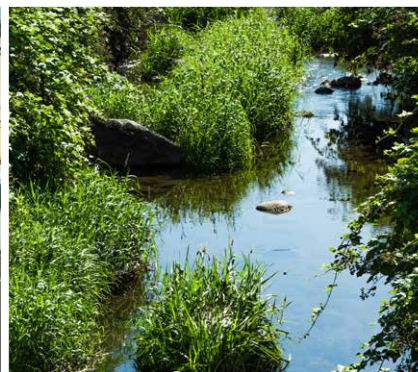


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162 
CARBON
OFFSETS


COMMUNITY
GARDEN

12 
ELECTRIC CAR
CHARGING STATIONS

\$1 M
COMMITTED TO
LEEDS

\$1 M
COMMITTED TO
VGH

100% 
EMPLOYEES TRAINED IN
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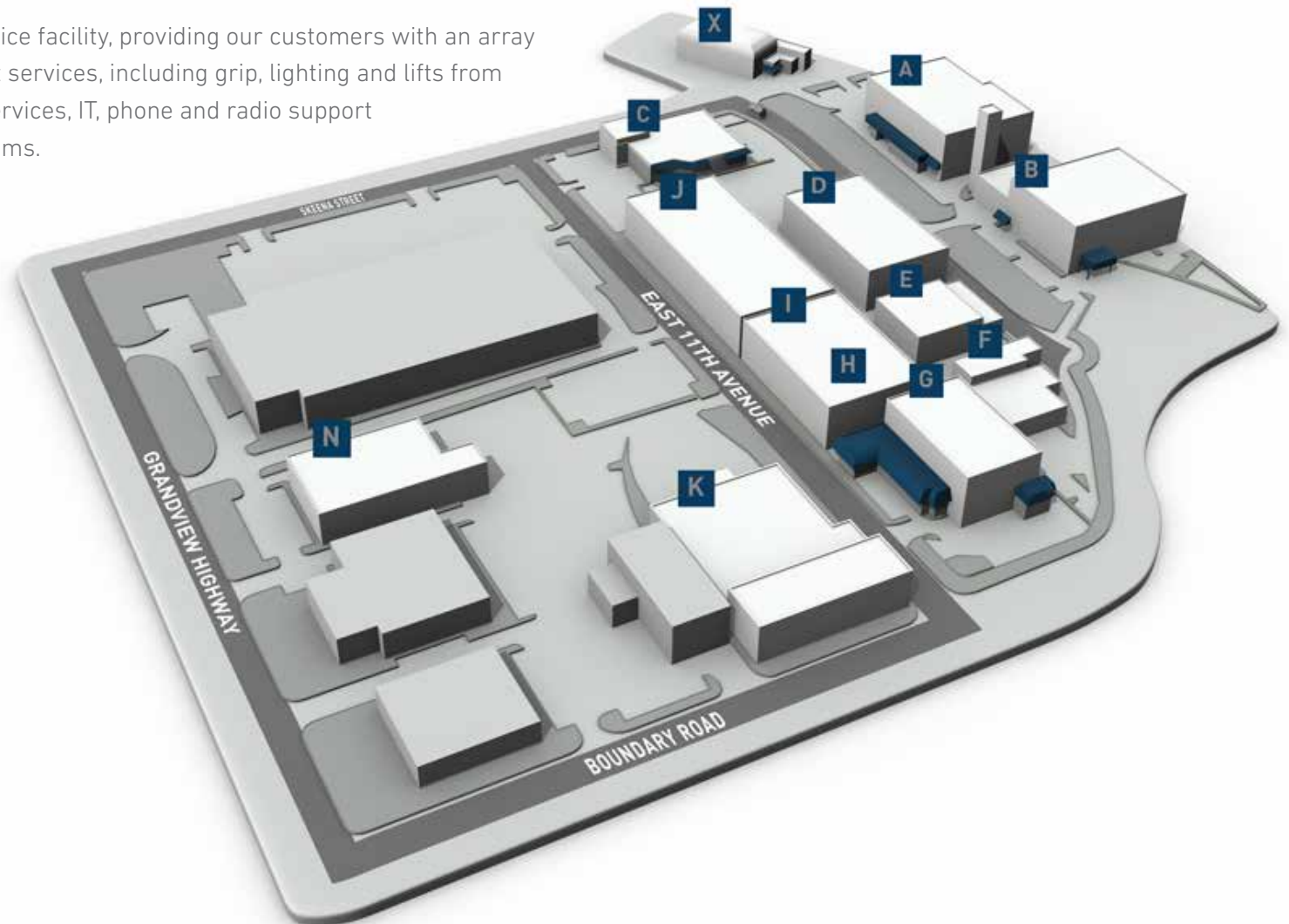


VANCOUVER FILM STUDIOS – AT A GLANCE

Vancouver Film Studios (VFS) is a family-owned company, comprised of Vancouver Film Studios, Pacific Backlot Services, and Signal Systems.

- We are the only film studio physically located in the City of Vancouver, just 15 minutes from downtown and 25 minutes from the Vancouver International Airport
- We are located on a multi-acre lot, offering our customers 12 state of the art sound stages, construction mills, and office space providing 24/7 security
- We are a full-service facility, providing our customers with an array of on-site support services, including grip, lighting and lifts from Pacific Backlot Services, IT, phone and radio support from Signal Systems.

17
TOTAL ACRES



MESSAGE FROM THE PRESIDENT



Working late one evening back in 2004, I sat and watched as our cleaners carefully tipped the contents of the office recycling and garbage bins into one large green garbage bag, which then disappeared

out the door. Its destination? We had no way of knowing. This began a voyage of discovery into how waste from our operations was being disposed of - turned out things were not as good as hoped for.

I became quite concerned about the impact we were making on the environment and knew changes had to come.

Fast forward to 2021. It has been five years since we have permanently removed all garbage bins from our office, and as the result of our waste diversion, community, and environmental practices, Vancouver Film Studios is a newly minted B Corporation. I am incredibly proud of the progress we have made and continue to make.

This first Corporate Responsibility report is the next step forward for us. Warts and all, we are reporting out to the world our impact and the progress we have made, (and have not made), on our environmental, social, and corporate priorities. This report is a baseline from which we will forever measure ourselves, and I am filled with optimism looking how far we have come since that evening in 2004 - but also cognizant of how far we still must go. For our ownership, employees, customers, and suppliers, it is a permanent commitment to self-examination and self-improvement. I would like to thank our incredible employee group for their continued efforts to put our sustainability mandates first and foremost in their minds and to continue to build upon the progress we have made.

We welcome your comments and feedback. If this first Corporate Report does nothing more than begin a discussion about the impact and behaviour of our company - and the film and television industry in which we operate - it will have served its purpose. Personally, I am hopeful this report will do much more than that, hopeful it will continue to push us forward and provoke others to action!

Pete Mitchell

Pete Mitchell,
President and C.O.O.

MESSAGE FROM THE CEO



When I read a Corporate Sustainability Report for the first time over a decade ago, it raised some conflicting feelings. The hard-edged numbers guy in me was skeptical about deploying metrics on something other

than business performance, and the former politico fretted about the potential for accusations of greenwashing. On the other hand, the old public policy wonk and conservation enthusiast in me got excited about the prospect of a business enterprise as an environmental change agent through innovation, transparency, and good old fashioned measurement. In the intervening years, I came to realize that these two perspectives were not really in opposition at all. Holding ourselves to high environmental standards may initially appear to add to our short term cost structure but it is part of a set of choices we have made in differentiating ourselves in a competitive landscape. This differentiation drives deeper connections with customers, support from community, and higher engagement from employees. In short, I believe our business is much, much stronger because of these choices.

This first report represents one of several major areas of work that lead to our achieving B-Corp status earlier this year, an accomplishment gained after several years of sustained effort by the whole management team. I want to recognize and thank my fellow family owners for enthusiastically giving them the mandate to go after it. For those who perhaps know us from afar as a mercantile family with real estate

development roots, this might seem a little out of character. But for those who know us well, they will see that pursuing B-Corp status is simply a natural extension of a culture which has always prioritized community engagement and environmental stewardship.

Thank you to Tracy Rogers, our VP Human Resources and recovering English literature major, for overseeing the production of the report itself. I am grateful for and acknowledge the excellent leadership and hard work of Pete and the whole management team in the B-Corp effort of which this report is a component. It was not an easy undertaking, especially given our closely held ownership structure and large existing physical infrastructure. That we were successful is a testament to both their capabilities and the inescapable fact that you can't be much of a leader or innovator (for long) without a strong financial base – and supportive customers. Their success was helped in no small part by the commercial success that they have established over many years with a high performance team – I daresay one of the best in the world in our niche.

I'm very much enjoying the accolades and attention that the B-Corp announcement has brought. Who wouldn't? But I am mindful of how I felt when our sister company, Blackcomb Helicopters, became the world's first fully carbon neutral helicopter company – that this was a fleeting moment in a continuum of change and we wouldn't be alone for long. As William Pollard put it, "Learning and innovation go hand in hand. The arrogance of success is to think that what you did yesterday will be sufficient for tomorrow." This moment is the first step in a continuous process of adaptation and application – one that we will pursue with humility, openness, and the values that got us here.

A handwritten signature in black ink, appearing to read 'Jason McLean'.

Jason McLean,
Chief Executive Officer

ABOUT THIS REPORT

***“Sustainability is no longer about doing less harm,
it’s about doing more good”.***

JOCHEN LEITZ

At Vancouver Film Studios, social responsibility is not just a buzz word, it is a long-term entrenched commitment of how we do business. VFS began building a legacy which voluntarily incorporated social and environmental concerns within our operations and in our interactions with all stakeholders. But while our corporate social responsibility actions have been long standing, our reporting of these activities has not. Our actions have indeed, been louder than words.

As such, this report has been produced to provide a transparent account of our CSR efforts and integrate an awareness of our social, environmental, and economic practices more explicitly into our strategic decision-making practices. This report is aimed at those who work for us, our customers, suppliers, government

bodies, shareholders, and other stakeholders, to confer legitimacy to our efforts and provide a tool for the dissemination and information of our values and ethical behaviour. Upon reading this, you may truly hold us accountable. This is a starting point in understanding why a new approach is needed for integrating social considerations more effectively into core business operations and strategy.

SCOPE:

Our Corporate Responsibility Report covers Vancouver Film Studios and its subsidiaries, Pacific Backlot Services, and Signal Systems. It does not include other McLean Group companies such as Blackcomb Helicopters LP, unless otherwise stipulated in the reporting.



OUR HISTORY TIMELINE



Vancouver Film Studios

1987

McLean Group purchases Northstar International Studios at Grandview location

Let's Do This!

After stumbling into becoming studio owners, the concept to build a full service, multi-sound stage studio begins to develop

Signal Systems

In 2005, Signal Systems is created to provide communication services to VFS Customers

Today

Now one of the premier film & TV studios in North America, VFS has 12 purpose sound stages and has hosted over 100 feature films and TV series

1980

The McLean Group

McLean Group begins acquiring an array of buildings and land at the corner of Boundary Rd & Grandview, Vancouver

1990

Studios Emerge

In somewhat of a happy accident, by 1990, 4 of the 15 buildings purchased are committed to the film & television business

2000

VFS is Born!

In 1999, building of the first new studio begins and Northstar is rebranded to **Vancouver Film Studios & Pacific Backlot** is established

2010

VFS Expands

Demand for space is large for Hollywood North and VFS builds 6 more multi-purpose sound stages

2020



Vancouver Film **STUDIOS**



Vancouver Film Studios



BACKGROUND

Owned and operated by the McLean family, the Vancouver Film Studios story began as various warehouses on a large land assembly in East Vancouver. The McLean Group first began acquiring land at the corner of Boundary Road and Grandview Highway in the early 1980s. The McLeans were confident in the potential of industrial land close to downtown Vancouver, so as adjacent properties and warehouses came up for sale, they bought them. Soon they were landlords to a patchwork of tenants which included a gift centre, mattress factory, stonemason, commercial drycleaner, bakery, cigarette distributor, and elevator test facility—to name a few. Their other tenants included Costco Canada (later Walmart Canada) and Roots Canada. In 1987, the family purchased an existing business and building adjacent to the other properties; it was a production facility and warehouse called Northstar International Studios, which had been renovated into a sound stage for local film shoots (McLean & Finn, 2014).

By 1990, four of the 15 buildings the McLean family had accumulated (including the Northstar building) were committed to the film and television business. As the long-term, non-film leases expired, the practice was to fill the vacant space with short-term film and television tenants until a long-term tenant could be located. Despite their best intentions to pursue an original residential and commercial development plan, they stumbled into becoming studio owners and operated as such until 1995 when the concept of building a full-service, multi-sound stage film studio began to take more formal shape. The company rebranded to Vancouver Film Studios in 1999, the same year Pete Mitchell (President & COO) joined the company, and more custom sound

stages were built alongside mill spaces and offices spaces to serve the growing needs of international and North American filmmakers and producers.

The efforts did not stop there. Pacific Backlot Services was created in 1999 to support the customers of Vancouver Film Studios, providing lighting and grip equipment, lifts, furniture and equipment rentals to the various customers on the Vancouver Film Studios lot. Today PBS is a well-known rentals facility, offering an extensive list of top-notch production services and equipment rentals to everyone from feature film and photographers, to students and independent film makers.

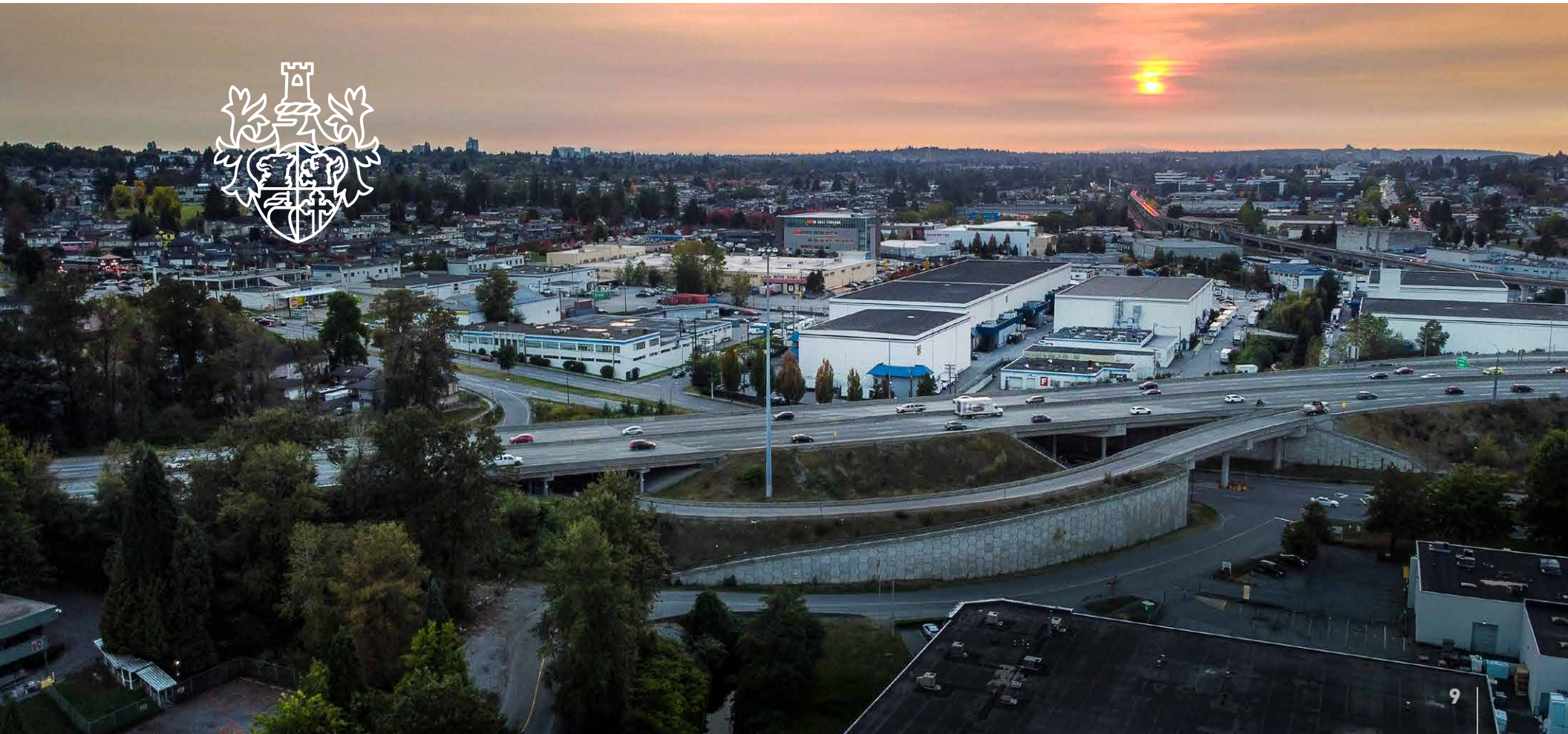
In 2005, VFS established Signal Systems to provide IT and communications services to the Vancouver Film Studios customers as well as other McLean Group entities. Signal Systems provides specialized communications and IT services for film and TV productions, including two-way radios, portable repeaters for a mountain top shoot, and an integrated phone and data service package for streamlined daily operations.

VFS employs approximately 65 full-time staff in management, security, operations, production services, IT technology, and administrative capacities. VFS also enjoys the support of the McLean Group Head Office team who provide additional support in relation to ownership management, legal, human resources, real estate management, and finance. VFS is committed to sustainable communities and in 2008, VFS became the first studio facility in Canada to achieve carbon-neutral status.

Employees are also active in community engagement, including participation in the McLean Group Employee Endowment Fund, which is led by an employee-based committee who are active in fundraising and selecting local charities to donate both employee volunteer time and money.

Although the McLean Group originated as a real estate development and investment firm, over the years the family's entrepreneurial eagerness to dive into new ventures has led

to the creation of a well-divested parent company integrating sustainability mandates in all their companies, including Blackcomb Helicopters, offering carbon neutral helicopters services since 2018 and the first carbon neutral helicopter company in North America. The McLean Group is dedicated to economic and financial sustainability, environmental protection, social equality, and commitment to the community in which we live and work.



ABOUT OUR MOTIVATION & VALUES

Going to work at Vancouver Film Studios is not just about clocking in and out. We are like a big family, bound together not only by our jobs and vibrant culture, but also through social and sustainability initiatives. We work hard not just to enrich the work experience for our customers, but also the daily lives of our employees and the spaces in which we work, live and play.

We are passionate about the film and television industry. We understand that those who create the stories and scripts also have a desire to bring those words to life. The creation of these

stories takes time, imagination, and a source of funding, but the making of them is quite different. Although movies can be made on location or in a warehouse, they need a base. We provide them that base with our purpose-built sound stages, parking, production offices, mill space, a telecommunications system, and production equipment rentals. However, one key to component to solid financial growth and sustainability in a business, is to create a morally and ethically strong framework within which our external and internal stakeholders can best operate.



OUR VALUES



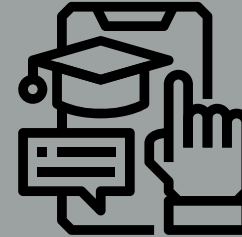
COMMUNITY

We believe in engaged corporate citizenship and vigorously pursue opportunities that support the environmental and social health of our community.



HEALTH & SAFETY

We value the well-being of every individual and are committed to providing a workplace for our employees and customers that is healthy and safe.



EDUCATION

We are committed to lifelong learning, and offer our employees educational avenues that will improve their skills and increase the value and quality of our services.



ACCOUNTABILITY

We hold our vendors and suppliers to a high standard meeting our sustainability expectations



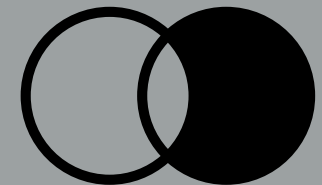
RESPECT

We value positive change and respect the opinions, knowledge and experience of our customers and colleagues.



CLIENT FOCUSED

We know that going the extra mile for our customers makes the difference between a good operator and a great enterprise.



DIVERSITY & INCLUSION

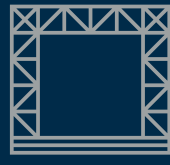
We are constantly striving towards a diverse employee group that reflects the community in which we work and live

OUR BUSINESS HIGHLIGHTS

VFS

15 
ACRES

12 
PURPOSE BUILT
SOUND STAGES

\$24m 
INVESTMENT IN CURRENT
AND FUTURE STAGE
DEVELOPMENT

400 
PARKING SPACES

12 
ELECTRIC CAR
CHARGING STATIONS

7.5
AVERAGE YEARS
OF LONG STANDING
SERVICE

60
EMPLOYEES

60%
FEMALE SR. MANAGERS
UP 42% SINCE 2018-2019

67%
EMPLOYEES COMPLETED
TRAINING WHILE AT COMPANY

36.3
AVERAGE AGE
MATURE EMPLOYEE
BASE


FIRST AID AND
WILDERNESS FIRST AID
TRAINING


climatesmart
4 EMPLOYEES FULL
CLIMATE SMART TRAINING


Carbon Literacy
Project
CARBON LITERACY
TRAINING

PBS

29%



LIGHTING INVENTORY IS LED

- PBS doubled inventory in past two years
- Investing in LED lighting, electric fleet
- Transitioned inventory to environmentally friendly lighting
- **GOAL:** transition generators to hybrid models in future
- K2 16,000 and X is about 10,000 – 30,000 sq ft space
- Location, signage, expendables equipment. Continuous investment



1 Electric Vehicle

MORE TO COME

SIGNAL SYSTEMS

1500



2 WAY RADIOS

100



TRUNK RADIOS



WIRELESS RADIO NETWORK

- Wireless radio network with multiple repeater sites stretching from the lower mainland to the south cariboo.
- Providing infrastructure for VHF wireless communication for clients such as search and rescue clients.

Intangible Resources: intellectual property assets, organizational assets, and reputational assets

TESTIMONIALS

"Pacific Backlot Production Services have been a pleasure to work with. The team is excellent at service and follow up. Service is prompt and professional on all levels. Depth in knowledge in regards to their equipment and inventory has been as asset to our production."

Drew Locke
Production Manager

"Them backlot dudes and dudettes be awesome."

Stephen Jackson
Cinematographer IATSE 669

" Arrow has worked with PBS for the last 5 years. In this time, PBS has provided for all of our grip and electric equipment needs without hesitation. They are managed and staffed by an outstanding group of individuals who emphasize customer service and it shows in every way. We look forward to working with them for many more seasons to come."

Michael Potkins
Production Manager - Arrow

"Pacific Backlot Services has provided me with an excellent level of support and customer service for various long term projects for over a decade. They have been able to meet and exceed the rigorous demands of network television production and its various requirements. The quality of equipment, their positive attitudes, flexibility and excellent staff ensure that Pacific Backlot Services is an asset to any production in the Lower Mainland."

Oliver Hadju
Rigging Gaffer IATSE 891

"Pacific Backlot has always been my go to place to get gear for all of my shoots, whether big or small they are the best. Friendly staff and great deals, really go a long way for an independent filmmaker."

Andy Alvarez
Indie Filmmaker/UBC Alumni

"It has been such a pleasure calling VFS home while working on a long running television series there. Their commitment not only to our production, but to causes that affect us all in one way or another are a testament to what we strive to be in the film industry and that is a community. I have watched them grow and develop over the better part of the last 15 years to become a leader of this community and I look forward to being fortunate enough to return."

Brent Crowell
Producer "Lost Ollie"

"During the better part of a decade working out of the VFS facility I was both impressed and inspired by their ongoing and proactive commitment to environmental sustainability/green initiatives, social outreach and general business practices aimed at fostering mutual care, respect and support both within our industry and within the surrounding community on which we so heavily interact. Bravo! Keep up the good work! "

Todd Pittson
Line Producer

"I was lucky enough to be working on the Vancouver Film Studio stages when Pacific Backlot originally opened. In those days, they were a studio equipment supplier only and would always be front and foremost for your needs. Supplying lighting and grip equipment quickly and efficiently and going out of the way to find that elusive piece you needed. Now they are a full service company supplying equipment for both studio and location work and still maintaining those high standards and the efficiency I have become used to. Always a pleasure and an on time and on budget experience."

Guy Paterson
Rigging Gaffer IATSE 891

"When I am booking grip and lighting my first choice is Pacific Backlot. They have always been happy to help me get a great and affordable package together. Pacific Backlot is an awesome resource for independent film in Vancouver."

Kaayla Whachell
Indie Filmmaker/UBC Alumni

OUR SUPPLY CHAIN

VFS is committed to doing business with those vendors and suppliers who are in alignment with our corporate responsibility goals and values. However, as social responsibility is a relatively new concept for many companies, we understand this will be an evolving process that will not come overnight, particularly for small businesses.

VFS recently conducted a full audit of our vendors as part of our B Corp assessment. This process allowed for us to begin evaluating much of our supply chain that we had not had an opportunity to discuss yet, such as environmental and social responsibility. We looked at our previous year's expenditures and decided to begin with our top 80% of suppliers. We reached out individually to everyone inquiring whether the business' ownership was a majority of women or other underrepresented groups, whether they have a sustainability policy, and if not, what

sustainable practises are they working towards to put in place. We also looked at the location in which these vendors were based as we were curious about our own contributions to location and international economies. Overall, this gave us a much clearer view of what our supply chain's background and their views of sustainability. It set the course that every company is going to be a little bit different and so should the conversations about how to encourage these sustainable practises will develop.

Our end goal is to conduct responsible business by ensuring our procurement chain is fully aligned with our practices. Our hope is that by starting the conversation now we can work towards the objective of delivering a responsible and socially aware supply chain and aim to put a supply chain code of conduct in place to ensure this success.



Our ongoing process will be based on the following:

AUDIT & INDEPENDENT ASSESSMENT

What are our suppliers doing to be proactive and responsive to social responsibility initiative? Are they aligned, or willing to make changes to be aligned, with our sustainability goals and initiatives?

SUPPLIER ENGAGEMENT

By raising awareness of CSR to our suppliers, we ensure their buy-in and commitment to responsible practices in all facets: environmental, human rights, health and safety.

SETTING TARGETS

Clearly communicate our requirements to our suppliers in an effort to drive continuous improvement.

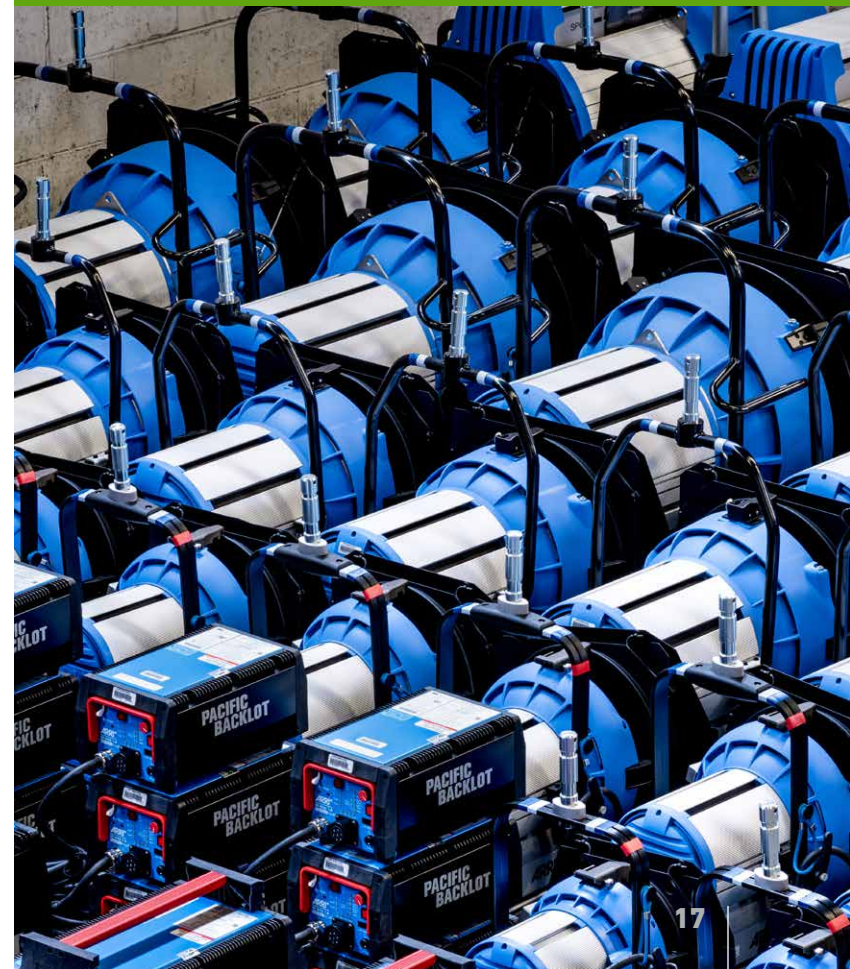
Our expectations of our Vendors:

- To conduct responsible business, incorporating respect for human rights
- Ensure they have sound and safe occupational and health practices
- Processes that improve protection of the environment

HIGHLIGHT:

By starting the conversation with our suppliers, we have immediate success. One of our Grip and Lighting Suppliers, Matthew Studio Equipment has instituted their own environmentally responsible policy and now ships to Pacific Backlot in plastic-free, low-waste packaging.

We look forward to seeing improvements as we move forward in our initiatives!



STILL CREEK PROJECT



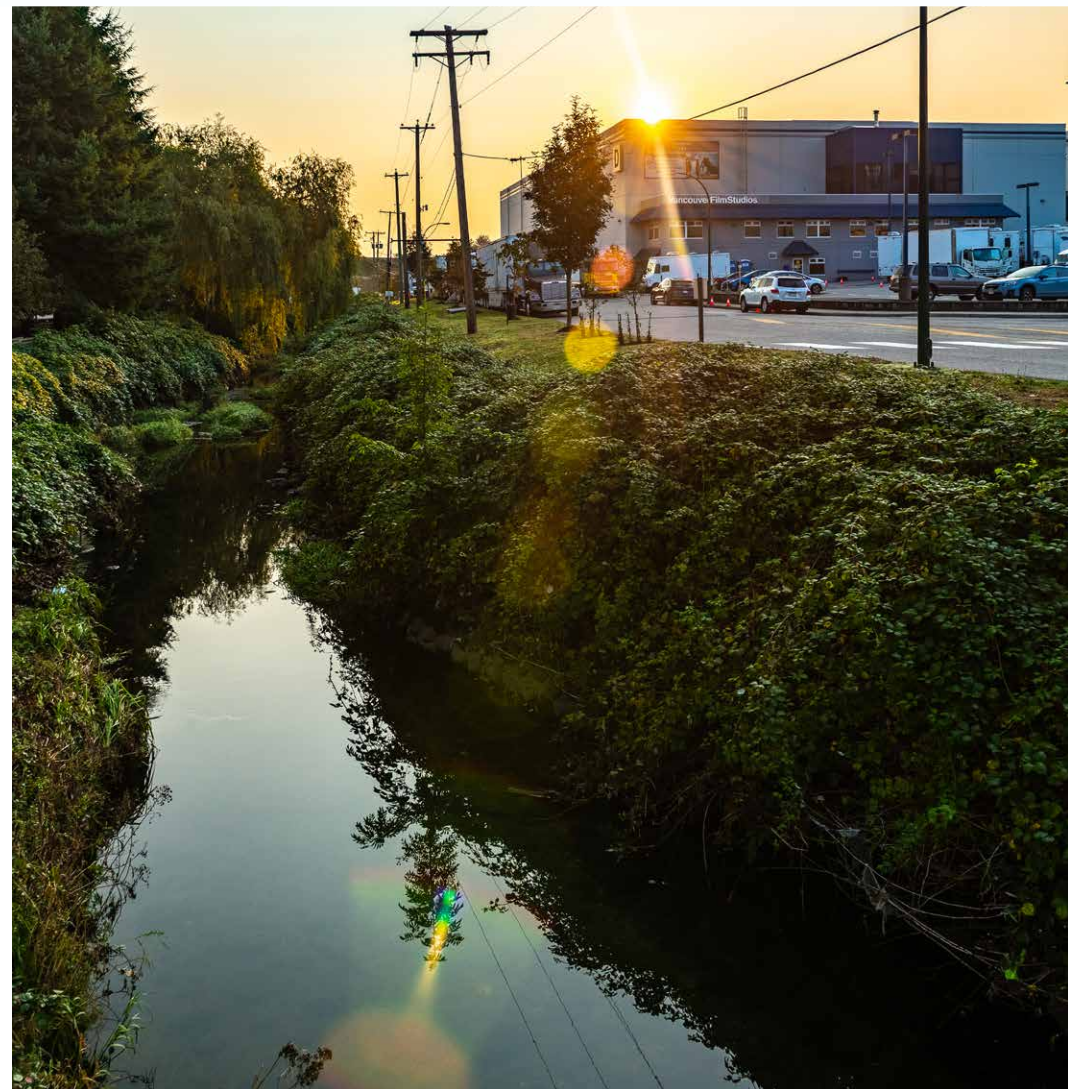
Vancouver Film Studios, in conjunction with the City of Vancouver, Metro Vancouver, and other volunteers, have worked for almost two decades devoting time and effort to the Still Creek Project, an environmental initiative to clean up Still Creek, an urban stream which runs through East Vancouver and Burnaby, eventually emptying into the Burnett and Fraser Rivers.

Once considered one of the most polluted streams in the province thanks to sewage, urban garbage, and dumping of other toxic chemicals, efforts were made to clean up the waterways, including redirecting the stream and massive clean-up efforts.

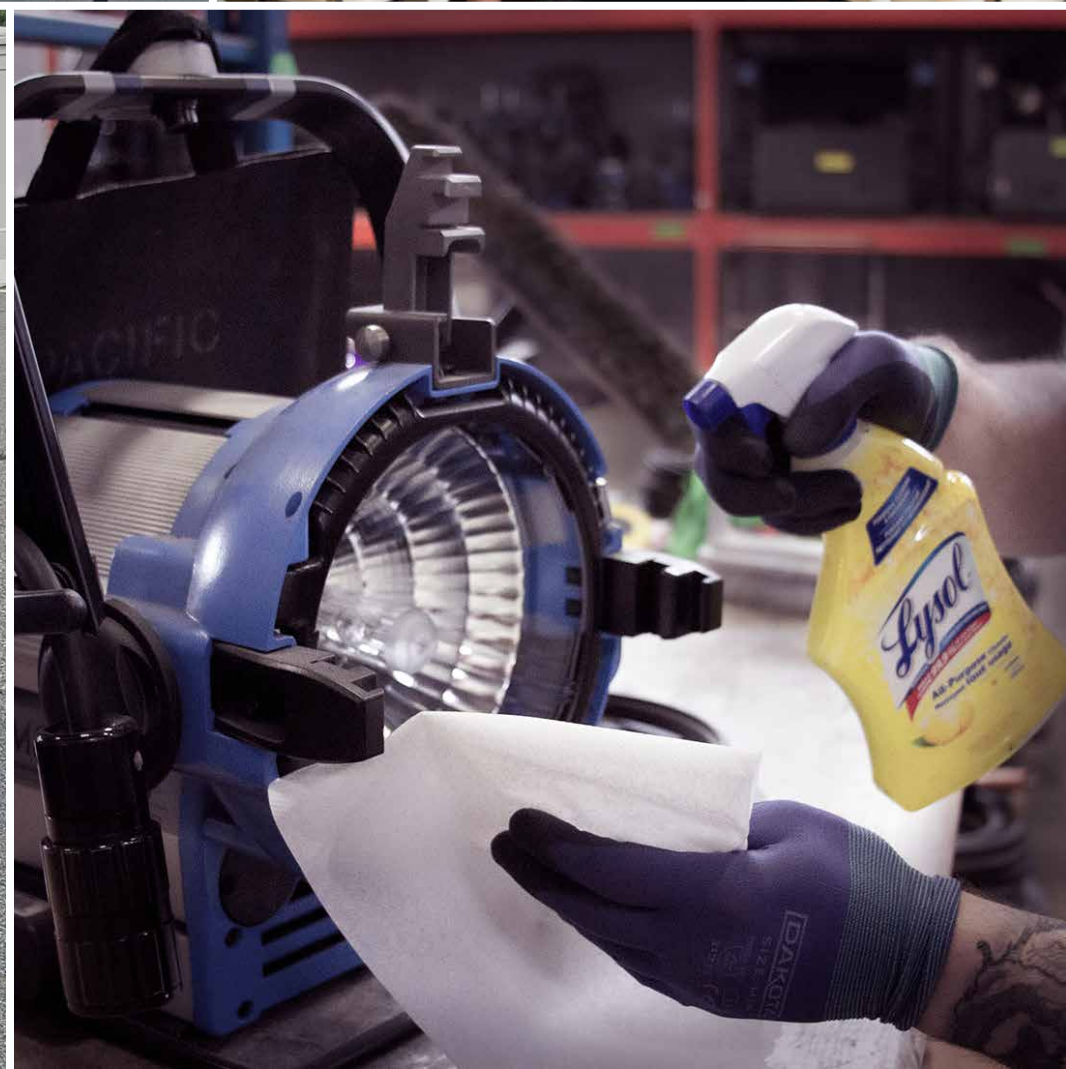
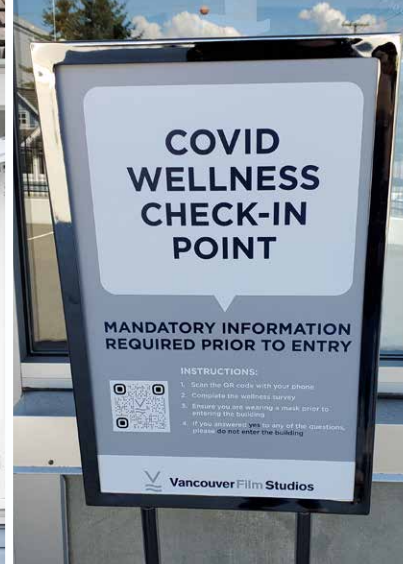


In 2013, the efforts of all were rewarded when, for the first time in 88 years, salmon officially returned to spawn.

Still an incredibly fragile environment, VFS continues to ensure their energy is directed towards clean-up and maintenance of the Creek, and VFS is financially committed to the ongoing efforts of this project.







2020 – A VERY UNIQUE YEAR

In creating our first CSR report, we certainly never imagined we would have to carve out a section explaining how our company managed the Covid-19 pandemic crisis. The ownership group set the tone immediately, leading with empathy, urgency, and calmness.

In the early stages of the pandemic, VFS went into full shut down requiring only essential workers, such as security and maintenance, to be physically present on site. Immediately, strict protocols were put in place including: personal protective equipment, sanitization, separate small work groups, health assessments upon entering the workplace, encouraging testing, social distancing, and so forth. Additional support included:

- No layoffs or loss in pay for any employee
- Working from home for all positions not required to physically be on location
- Fully paid sick time, including paid time for employees required to quarantine or employees showing any symptoms
- Paid time off to arrange Covid testing or other related measures
- Flexibility in meeting times to accommodate parents who were homeschooling children
- Zoom town halls to ensure constant communication and updates to all employees

In addition to regular work measures, continued employee engagement and social connection was extremely important to us and employees got very creative. Examples of ways we connected include:

- Virtual wine downs
- Virtual pub/restaurant lunches. For example: employees would use a virtual background of their favourite restaurant
- Spin bike competitions and arranging online classes at the same time
- Encouraging paid volunteer time, such as delivering groceries to elderly or compromised individuals in the community.



AWARDS AND RECOGNITION

For over 20 years, our Clients have counted on us to meet our long-term commitments to them. This is why being a resilient organization is a strategic imperative - so we can continue to be

here for decades to come. It's about cultivating an organization that is competitive, forward-thinking and sustainable for the long term.



2013 digital media and entertainment



FINANCIAL SUSTAINABILITY

Our Approach

At VFS, we are working to make a sustainable future a reality, and this starts with ensuring our employees, ownership group, and other stakeholders can rely on us to set a solid financial foundation upon which to build our other pillars of environmental and social sustainability.

Strategic CSR must incorporate a sound business model. This way, the company can make the most of its societal and environmental impact and reap the benefits for their business. To act as a good corporate citizen, we must be attuned to the evolving social concerns of our stakeholders and mitigate any risks that may be inherent to the company. As a result, the company has clear and measurable financial goals and a value chain. Following are some of our financial goals and strategies:

- Investment into stages and continuous operational improvements on the lot.
- Personal development of employees.
- Building relationships with customer base.
- Pursuing new opportunities with new clients and new platforms.
- Improvements to supply chain processes.
- PBS – additions of more pre-packaged trucks and off the lot options.
- Relationships with film schools, local amateur film directors, donation of gear, film festival.
- Investment toward quality equipment and retrofitting old equipment (PBS).
- Checks and balances in place for all approvals for expenses.
- AR/AP turnover rates kept to minimums.
- Meeting covenant requirements.
- Establishing long-term relationships with our banks.
- In-house maintenance team with robust maintenance processes to ensure longevity of equipment and property.
- Commitment to employee engagement and satisfaction to reduce attrition rates.
- Keep things in house – security, maintenance, legal, accounting, marketing, design, media.

ENVIRONMENTAL SUSTAINABILITY



#FilmCarbonNeutral

Our approach

Vancouver Film Studios has been carbon neutral since 2008 – offset program Darkwoods – Projects Nature Conservancy of Canada. The following initiatives were all driven by staff.

REEL GREEN INITIATIVES:

Reel Green is a Creative BC program that offers education and resources to help productions reduce their environmental impacts. Pete Mitchell, President of VFS, is a Reel Green ambassador and vocal industry spokesperson on the importance of sustainable film production. 100% of our employees have participated in the carbon literacy courses, which focuses on climate change and ways we can act to reduce our environmental impact.

COMMUNITY GARDENS:

Employee-led initiatives include planting and harvesting our own on-site community gardens, where we grow fresh produce. This gets hands in the dirt and puts more local food on the tables. Rather than distributing gift baskets filled with junk food and treats to on-site productions, we hand out baskets of our homegrown, healthy – and delicious – vegetables and fruits.



MANDATORY COMPOSTING:

All workers and customers take part in composting, which turns organic matter into a sustainable solution for our gardens.

MANDATORY RECYCLING:

Recycling stations are set up throughout offices and sound stages to encourage productions to recycle plastic, metal, glass, tin, batteries, CFL and LED light bulbs, and ink cartridges.

EV CHARGING STATIONS:

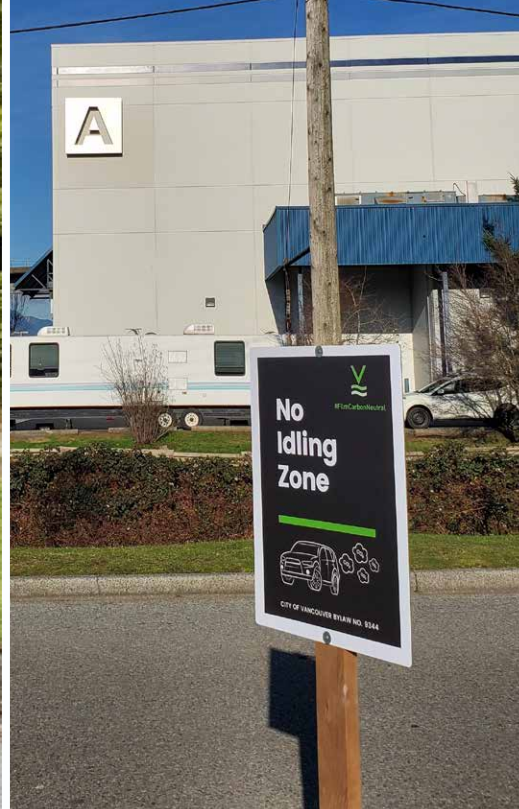
These stations support and encourage electrical vehicle use.

SOLAR PANELS:

Solar panels are being installed into our new sound stage that's under construction, which will augment its power supply.

LED LIGHTING:

LED lights, lightbulb recycling and light switch sensors provide a complete energy-efficient solution for washrooms, offices and stages.



ENVIRONMENTAL MANAGEMENT PROGRAMS

Our in-house waste reduction and recycling program extends beyond municipal minimums in the following ways:

- **Cigarette butt recycling:** waste is turned into plastic pallets for industrial use.
- **Composting** turns organic matter into a sustainable solution for our gardens.
- **Recycling stations** set up throughout offices and sound stages to encourage productions to recycle plastic, metal, glass, tin, batteries, CFL and LED light bulbs and ink cartridges.
- **Reusing, recycling or donating film set materials.** We participate in the Sustainable Lockup (an industry initiative to recycle sets and furniture).
- **E-waste collection program.**
- Forty yard roll-off bins provide access for **facility-wide cardboard recycling.**
- **Policy on single use items** for staff (i.e. water bottles)
- **We encourage bicycle commuting** with bicycle rooms, on site showers

- **Energy conservation:**

- Policy on turning lights off when not in use.
- All phones and computers go to sleep in evening.
- Occupancy light sensors in all washrooms that are high frequency use
- Low voltage security equipment (cameras)

- **Education:** lunch and learns about sustainability

WE PARTNER WITH:

- **Creative BC's Reel Green initiative** involves best practices to reduce film studios' environmental impact throughout the province of BC. VFS contributes substantially to the Reel Green budget annually and President, Pete Mitchell, acts as an ambassador for the program.



- We participated with the City of Vancouver's **Still Creek Enhancement project**. Spawning salmon have returned to the creek in recent years following a 80-year hiatus.



Other green initiatives include:

- Automatic flushers in washrooms, which use less water and provide efficient management of washroom water requirements.
- Conversion throughout the site to LED lighting and sensor lighting.
- Catch basin sediment traps capture sediment, debris, oil and grease at storm water catch basins. Catch basin markings warn productions not to dump anything harmful down our catch basins. This helps us protect the natural Still Creek habitat that runs through our lot (we're proud to say that spawning salmon have returned to the creek for the past four years following an 80-year hiatus).
- Carbon offsets are purchased to mitigate any remaining greenhouse gases or carbon dioxide made by transportation, energy consumption or other sources of emissions.

Ongoing monitoring includes:

Vancouver Film Studios was a national leader in achieving carbon neutral status. We strive to create a greener, more eco-responsible business every day on the lot. We hope these practices are inspiring other film and TV studio production facilities to also become eco-conscious and self-sustaining.

Many of our environmental initiatives have encouraged our sister companies, such as Blackcomb Helicopters, to take steps toward becoming carbon neutral.

We conduct greenhouse gas emission tracking to measure our consumption of energy and all other sources, such as vehicles.



Grey Water: ensuring customers, vendors, suppliers do not dump water into catch basins (no creek dumping)

SOCIAL SUSTAINABILITY

THREE FACETS:



**Employee
Engagement**



**Community
Engagement**



**Wellness,
Health & Safety**

SOCIAL SUSTAINABILITY



Our Approach:

We are not satisfied with just being an employer. We want to extend the learning and experiences of our employees so they not only feel productive as employees, but they are also productive citizens in our community.

Culture:

Workplace culture is the character and personality of an organization - it is what makes the business unique and is the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes. It is now widely recognized that in addition to more concrete elements like ownership structure, access to capital and strategy, the health of an organization's culture is essential to its ability to thrive and endure.

At VFS, we believe we have a strong and positive workplace culture and we want to ensure we listen to every employee. Outside consultants conduct in-person interviews with employees, focusing on questions related to their employee experience. Questions include: "What keeps you committed to the work and the company?" or "When you really need a decision to be made, who do you go to and why?" We ask our employees for full honesty as we want to know the whole truth, including the good, the bad, and the ugly. Only by listening to everyone, can we grow together as an organization.



Celebrations & Social Events:

Vancouver Film Studios has a lively, engaging culture that thrives on regular social events. It's these connections and spirit of comradery that make our team so strong. Events are driven by employee suggestions and tend to be planned and coordinated by an employee or team.

Social events have included a night at the races at Hastings Racetrack, curling events, Canadians baseball game outings, movie nights (to watch shows filmed at VFS), Whistler Film Festival events, plus various Christmas parties and events, including brunch with Santa for kids. We also get together as a team to take on the annual Bathtub Races at Kits Fest, in addition to regular onsite BBQ lunches for all staff.

We also enjoy connection to our natural environment. One example is a recent wilderness first aid training course that was offered to all employees. Dozens participated in this three-day activity on the Pacific Spirit Trail.

Because our team is so close-knit, any opportunity to get together tends to manifest into a social team-building exercise. Whether we're cheering on the Canadians, trekking the wilderness, gathering together to help out on the Aunt Leah's Christmas tree lot, or kicking back for a group lunch, it's these ties that bond.



Flexible Work Options

Vancouver Film Studios is committed to providing paid time off when it's needed. We provide flexibility for our team to accommodate their family needs, whether it's to juggle a child's sports schedule or taking time off following the death of a loved one. Compassionate leave is up to 100% of wages and length of time off is arranged based on the individual circumstances.

Our employees are in the enviable position in the film industry, where long-term stable employment is a rarity. We provide stable, ongoing and permanent positions.

Most of all, our team works here because they love their jobs. They often share that their loyalty comes from their feeling of ownership over their positions, which further cements our workplace community.

In response to the COVID-19 Pandemic, the company expanded our work from home options, enabling more employees the flexibility to balance their in office hours and enhance social distancing by reducing the number of employees in the office at one time.



Training

Vancouver Film Studios is highly committed to the continuing education of its employees, and as such, we do not set a limit or training budget per employee, but rather, apply training funds based on the type of training required and how closely associated it is to the employee's position within the Company. Each situation is individually assessed, and we take into consideration how the training may enhance the employee's current ability and skill set, or their future career aspirations. Samples of training paid for include:

- 100% payment for CPA designations including paid time off for exam writing and other school requirements
- 100% payment for business degree, including paid time off for exam writing
- 100% for trades certifications
- 50% payment for training not directly related to the employee's job, but enhances employee's development, such as communication courses for a security guard

Unpaid internships: we do provide opportunities for unpaid internships when they are part of a school requirement for the completion of a degree or certificate, however, we generally believe that all positions should be paid, so unpaid positions are rare, and only as part of a school requirement. We generally offer summer internships to students in areas such as: accounting, HR, grip and lighting, and administration.



Feedback

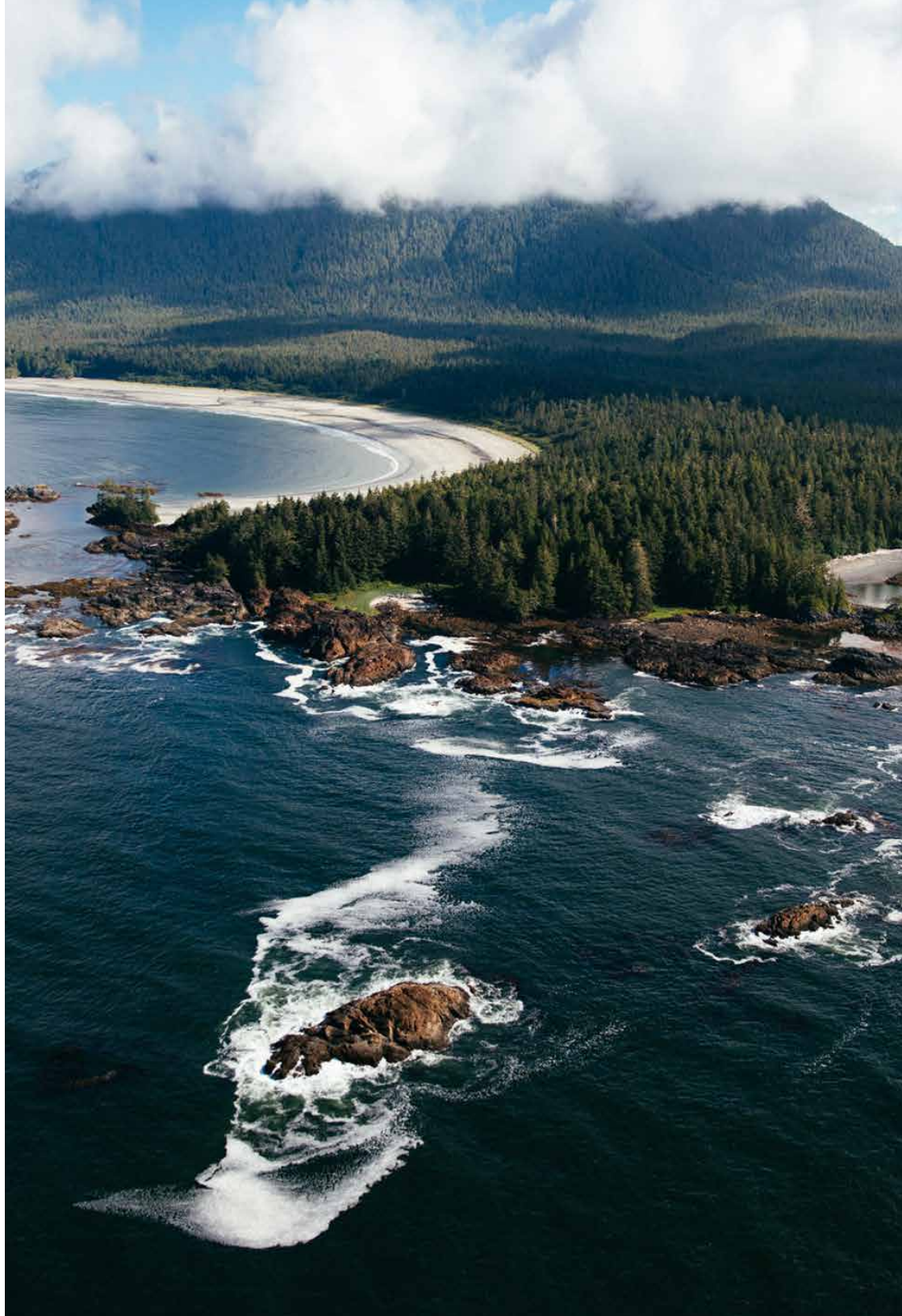
We believe that performance reviews should open and transparent, and we like to have a sense of humour regarding our review process. Managers and employees are encouraged to include non-work goals on their Individual Performance Plan so that managers may be prepared if an employee requires flexibility in their work hours. Examples include: Training for Fondo or marathons, extended travel time or other personal pursuits.

Employees are provided an opportunity to give feedback in our yearly Employee Engagement Survey, which includes questions regarding manager performance, and while the questions are not targeted at one particular manager, the information does allow us to determine if there are any glaring or serious issues within our management team.

Play Time

At VFS, we believe that taking vacation time is part of maintaining a healthy work life balance. Physically taking vacation time helps reduce worker stress, improves employee focus, and allows for more time spent with family and friends. As a result, our vacation policy is designed to reflect the importance of taking time, versus building a vacation cash bank and denying time as some employers prefer to do.

As a result of encouraging time off, rather than accruing vacation money, our vacation policy is a combination of earned vacation time which adheres and exceeds Employment Standards requirements, plus awarding 'bonus days', which are days off that are subject to a "use it or lose it" policy. New employees receive 2 weeks vacation plus 5 bonus days. Employees earn extra bonus days with service, up to a maximum of 10, in addition to their statutory vacation allotment.

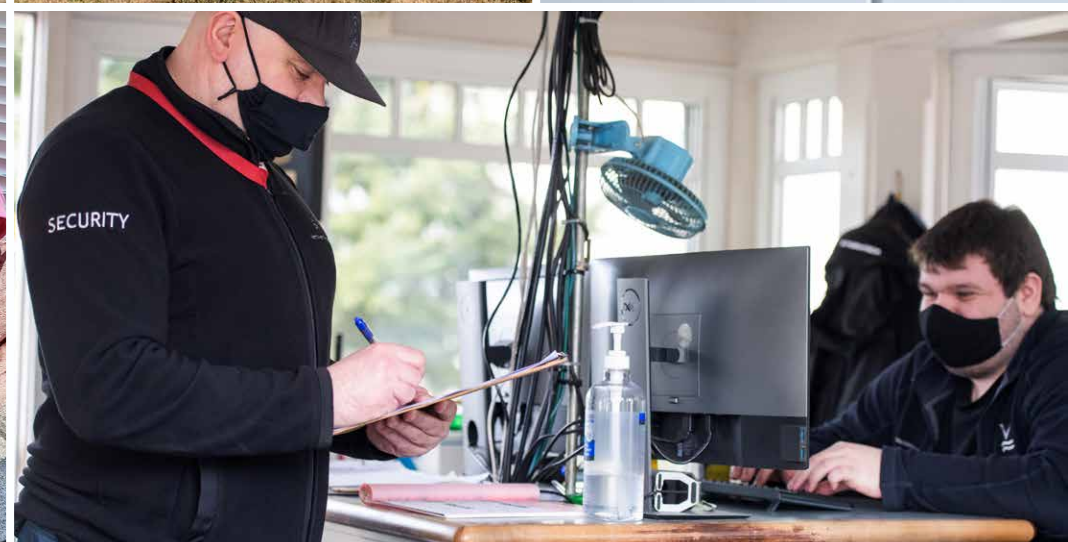


Diversity and Female Empowerment

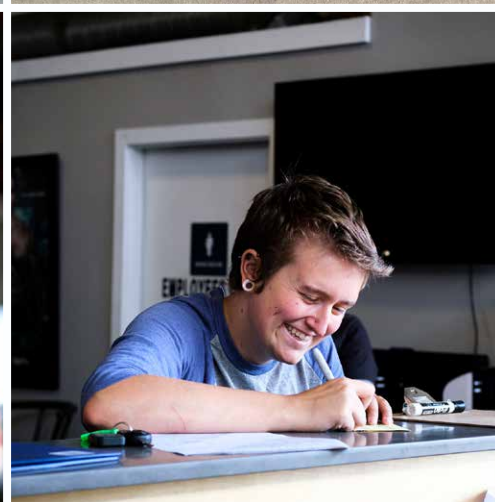
VFS has made great inroads toward gender balance, with 60% of our senior management team consisting of female executives. We recognize though, that we still have work to do in expanding the diversity of our workplace. To that end, to have instituted

a robust recruitment policy, specifically targeting under-represented and minority groups. We will continue to work hard to ensure our employee group truly reflects the community in which we live and work.











SOCIAL SUSTAINABILITY



Our approach

- On board training
- Benefits
- Annual training
- Gym access
- Promotion of fitness and exercise
- \$1000 per year to BC Soccer for scholarships
- Bike to work and movement programs
- On-site showers
- Speakers and lunch and learns focused on financial, health and mental wellness.



Our Approach:

As a pillar of our Company, community engagement and social responsibility is core to our operations and committing to be responsible community citizens.

At Vancouver Film Studios, every employee receives two full paid days off each year to volunteer on company or personal initiatives. They can use that time however they wish, whether it's two solid days or broken up into individual hours.

Our employees are actively engaged in the McLean Group Employee Endowment fund and have quadrupled the initial seed funding through fundraising efforts to more than \$400,000. Each year, a committee of employees choose one charity to support financially for a minimum of two years. Most beneficiaries are grassroots organizations and many of us also contribute our time.

Charities have included Take a Hike Foundation, integrating wilderness experiences into an education program for at-risk youth. Other contributions have included the Strathcona Community Centre, which provides breakfast and food security



programs for children, as well as Aunt Leah's Place, a program dedicated to assisting kids who age out of foster care.

Every year, employees – in partnership with other employees throughout the McLean Group – work together to compile “blessing” bags for the homeless on Vancouver’s Downtown Eastside. These contain basic necessities for the homeless, partly donated by local vendors.

At our location in east Vancouver, an industrial area with a notable homeless population, we have participated in the Keep Vancouver Spectacular Program, which involves cleaning up our adjacent neighbourhood, in partnership with other nearby businesses. We’re also a long-time supporter of young filmmakers and television producers at nearby Templeton Secondary School by sponsoring their film program called Dream Big.

We are very active in the community, supporting initiatives such as Collingwood Neighbourhood House and the Greater Vancouver Food Bank. VFS also donates to the annual Oppenheimer Park Dinner, which serves thousands of meals to those living in Vancouver’s Downtown Eastside.

We have a strong ongoing relationship with Aunt Leah’s Place, and a group of employees volunteer at the Christmas tree lots each season. We have also assisted with renovations and have provided set donations, when possible.

Other activities include participating in the Power to Play fundraiser for the past few years, an action-packed fundraising event that raises money to help people living with a disability to access nature.

These projects help add meaning and fulfilment for our employees who thrive on giving back to our community.



A few of the events and organizations we support.



LOOKING FORWARD

At VFS, we are very proud of our accomplishments, but we know there is still much work for us ahead. As we put the 2020 year behind us, our focus for the future continues to be unwavering in our commitment to do well, by doing good. As we move into 2021, we are focused on the following goals:

- Certification toward BCorp status
- Continued financial stability with capital investment in our stages, including Leeds accredited buildings.
- Improved diversity in our employee group
- Sustainable supply chain and procurement practices



Vancouver Film Studios

Canada's First Carbon Neutral Film Studios

Vancouver Film Studios, the first production facility in the world to become a Certified B Corporation, proudly welcomes the addition of a new 21,000 sq. ft. sound stage and 30,000 sq. ft. of production offices.

HIGHLIGHTS

- The first sound stage in Canada and only third in the world to achieve LEED Gold status
- Extensive green roof system
- Bio swales for water retention
- The first solar array on a sound stage in Canada
- EV parking stations
- Tinted Glass to control glare and heat





