



Vancouver Film Studios

Setting the Stage for Green Production

2021 CORPORATE SOCIAL RESPONSIBILITY REPORT

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212 ^{CO²}

TONNES OF CO²
EMISSIONS OFFSET



BEEES



DEMO TRUCK



LEED GOLD BUILDING
CERTIFICATION

\$30k

DONATIONS FROM
MGEE FUND

90% 

PBS STAFF TRAINED
IN FIRST AID

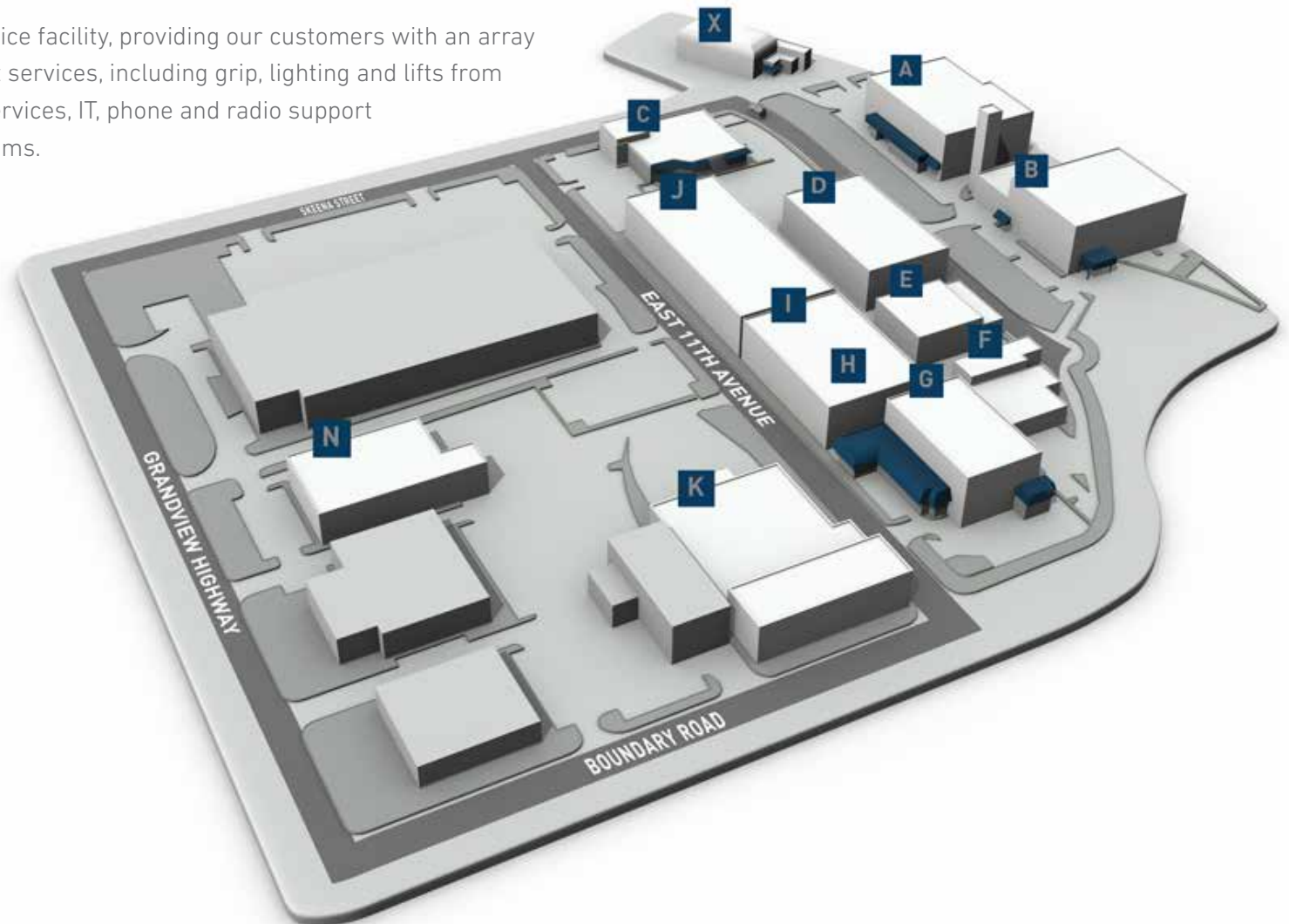
VancouverFilmStudios
3500 CORNETT ROAD



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.



MESSAGE FROM THE PRESIDENT



Last year was a year of accountability and transparency for us. We became a B Corp, published our first Corporate Social Responsibility report, and began to truly look at how to hold ourselves

responsible as a reflection of our industry, community and the world around us. Approaching 2021, our hope was to continue to make purposeful choices, upholding the expectations we have of ourselves, but also our suppliers, employees and customers.

We navigated through a second year of the COVID-19 pandemic while growing our company and facing new challenges as they came. We began construction on the very first LEED certified stage in Canada – including a combination of green roof and solar panels – aiming for Gold status. This was a big step as we began to take our environmental values and infuse them into our long-term future.

We've had an honest look at our policies, procedures and practices through a justice, equity, diversity and inclusiveness lens. We reflected long and hard on our contribution to systemic racism. We have a lot of work to do.

We have a new Indigenous Filmmaker Bursary, we've incentivized staff to take the Indigenous Canada course through the University of Calgary, we fly the Canadian Native flag at the Studio along side the official Canadian flag. We've adjusted our hiring policies, and hopefully this is the beginning of fully integrating disadvantaged and under-represented people into our company. And still, we have a lot of work to do.

2022 holds several exciting prospects for us. We plan to continue to grow and develop as a company as well as increase our sustainability, community and social initiatives. We will see work of the first winner of our Indigenous Filmmakers Bursary come to life as well as opportunities to challenge the ways in which we do things as part of the B Corp community. We will strive to continue to be leaders in the industry and agents of positive change.

Pete Mitchell

Pete Mitchell,
President

MESSAGE FROM THE CEO



Hawked-eyed readers of my introductory remarks last year may have noticed an embarrassing typo when I wrote “Corporate Sustainability Report” in place of “Corporate Social Responsibility

Report”. Upon reflection, I think this error speaks volumes about how the CSR space continually evolves and, frankly, how my own unconscious bias towards the primacy of environmental factors was displayed for all to see. Oh, and nobody else around here noticed it either...

When I look back at the 15 or so years it took to get that first report out the door, there is no doubt that we spent more time and energy on measuring carbon than other factors such as workplace equity, diversity, and inclusion (EDI). Only in the last few years, largely guided by the probing process of becoming a Certified B Corp, did we start to question that lopsided allocation of effort. At times this questioning has turned to uncomfortable self-reflection as we have witnessed intolerable acts of anti-black racism, the rise in anti-Asian racism during the pandemic, and our collective horror at the uncovering of mass graves of Indigenous children who attended residential schools.

One of the perquisites of being a business owner is the occasional opportunity that comes my way to serve on outside boards. Lately, I’ve been enjoying being a director of CIFAR – a 40 year old global research organization that “convenes extraordinary minds to address the most important questions facing science and humanity”. Watching the team there begin to embed a real EDI agenda in everything from board composition to scientific program design has been inspirational in recognizing that systemic biases and barriers are one of the greatest threats to organizational excellence.

Thank you to the team who continue to develop this important work for an impressive second annual report. And thanks especially to our younger staff who more than anyone has reminded us that our work here is never done.

A handwritten signature in black ink, appearing to read 'J McLean', with a stylized flourish at the end.

Jason McLean,
Chief Executive Officer

ABOUT THIS REPORT

“The best way to predict the future is to create it.”

PETER DRUCKER

We are proud to present our second annual CSR report. When we presented our first annual CSR report in 2020, we set out to provide a transparent account of our social, environmental, and economic practices and to set a baseline from which we could monitor and gauge our progress. In 2020, we set out specific goals to achieve for 2021, including:

- Start of new stage build
- Become a B Corp
- Work towards LEED Gold certification on new stage and offices
- Increase employee safety with Covid testing, vaccine mandates, and PPE protocols
- Increase employee engagement on sustainability committee
- Lower carbon emissions thereby decreasing carbon offsets

How did we do? While we are happy to report we were successful in most areas, we did increase our carbon emissions as our carbon offsets increased to 212 metric tonnes in 2021 which is higher than our 2020 offsets which were at a lot of 162 metric tonnes. However, 2020 was not a typical year as work travel was restricted, many employees were working from home, and productions were on hold for the majority of the year. A better benchmark may have been 2019 with carbon offsets at 248 metric tonnes. As we move closer to a “normal” year, we will continue to monitor our emissions, diligently doing what we can to keep the numbers low. We certainly have a great deal of work to do in 2022.

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



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

Premier Film & TV Studio

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

New Stage

January we broke ground for new stage build

2021

B Corp

February Awarded B Corp certification



BACKGROUND

Our first CSR report provided a comprehensive background on how the various businesses of VFS came to be. The creation story is an interesting one that began in the early 1980's with the McLean Family acquiring land in and around the current VFS site. In 1999 Vancouver Film Studios was created, quickly followed by Pacific Backlot Services that same year, and Signal Systems in 2005. In addition to Vancouver Film Studios, Pacific Backlot Services, and Signal Systems, The McLean Group consists of Blackcomb Helicopters LP, Harbour Landing Construction, and Blanca Realty.

In addition to their entrepreneurial endeavours, philanthropy has been a cornerstone of the McLean Family business ethic. There are two foundations created by the family including the McLean Employee Endowment Fund (MGEE) and the McLean-McCuaig Foundation. The MGEE Fund is an employee led philanthropic effort supporting various charities within lower mainland and Sea to Sky area. The McLean McCuaig Foundation is active in giving in the areas of education, environment and health. Some donations include:

- McLean Family Boardroom UBC
- Allard school of Law Endowment
- Brenda McLean Endowment in the Creative and Performance arts
- Scholarships for student athletes
- McLean Leadership Award
- Brenda and David McLean Chair in Canadian Studies
- Vancouver General Hospital Endowment

It is the dedication to community, inclusion, and financial support that is the foundation upon which VFS is built and we are proud that our employees follow by example. Our employees are actively engaged in community, whether it be volunteering for their favourite charity, coaching or mentoring young kids and teens, or participating in fundraising and charitable pursuits. We are also proud that our employees set an example for all, particularly in regards to inclusion, diversity and equity ideals and principles. For the coming year, we will continue toward bettering ourselves in our commitment to social equality, economic and financial sustainability, and environmental protection mandates and practices.

VFS currently employs approximately 70 full-time staff in security, operations, production services, IT technology, administration and management. Supported by the McLean Group Head Office, VFS also benefits from expertise in the areas of legal, human resources, real estate management, finance, and of course, ownership oversight and management.



ABOUT OUR MOTIVATION & VALUES

At Vancouver Film Studios, being client-focused sets us apart - customer service has been an entrenched value from our very beginning. Each member of our team attends to every detail in ways that hope to exceed our customer's expectations and we work diligently to build a first-class experience.

We believe that customer service is not a department, it's an attitude. Our reputation is earned every single day by every single employee and we feel very good about the outcome. Each employee's contribution to maintaining this reputation is critical to the Company's ongoing success. We are committed to the constant improvement of our customer service procedures and we encourage feedback on how we

can improve their experience. We understand the job that our customers come here to do is a tough one. It makes the highest demands imaginable on both timelines and resources. Our objective is to provide every customer with the foundation of a smooth and well-managed experience which allows them to focus on the job they have come here to do.

The success of failure of our customers' experience rests on the shoulders of each and every employee. At Vancouver Film Studios we strive to be as supportive as possible of the team we have in place to deliver customer service. Keeping the well-being of the group as a top priority at all times helps ensure our customer service goals are met with each and every interaction.



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.

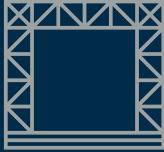
OUR BUSINESS HIGHLIGHTS

VFS

15 
ACRES

Certified

Corporation

\$24m 
INVESTMENT IN CURRENT
AND FUTURE STAGE
DEVELOPMENT

400 
PARKING SPACES

12 
ELECTRIC CAR
CHARGING STATIONS


12%
OF STAFF TOOK JUSTICE,
EQUITY, DIVERSITY &
INCLUSION TRAINING

70
EMPLOYEES

60%
FEMALE SR. MANAGERS

100%
EMPLOYEES COMPLETED
TRAINING WHILE AT COMPANY


ALMOST 100% OF PBS
EMPLOYEES TRAINED IN
FIRST AID

12 
AND COUNTING
PURPOSE BUILT
SOUND STAGES

100%
EMPLOYEES TRAINED
CARBON LITERACY

PBS

33%



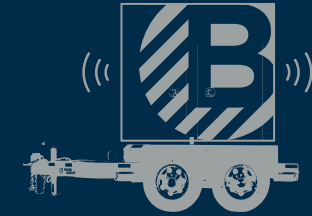
LIGHTING INVENTORY IS LED

- Investing in LED lighting, electric fleet
- **GOAL:** transition generators to hybrid models in future
- Relocated to new warehouse facility with over 48,000 sq feet

10%



OF POWER SUPPLIED ON LOCATION IS ELECTRIC



100% OF GENERATORS HAVE REMOTE MONITORING TO HELP GATHER INFORMATION AND EDUCATE CUSTOMERS ON MORE EFFICIENT USAGE

SIGNAL SYSTEMS

1500+

2 WAY RADIOS

100+

TRUNK RADIOS



WIRELESS RADIO NETWORK

- Transitioned Signal radios to PBS umbrella
- 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

OUR SUPPLY CHAIN

VFS continues to be committed to doing business with vendors and suppliers who are in alignment with our corporate responsibility and goals, but this is a new way of thinking for many companies and while we are making small inroads, there is still much work to do.

2021 did not result in large changes to our supply chain mandates but becoming B Corp certified did make us far more mindful of who we entered into business with. When possible, we made it a priority to use other B Corp certified companies, particularly when sourcing our staff wear and uniforms, catering, gifts for clients and staff, and other office products. We are also more confident in challenging our current vendors and suppliers, ensuring they are all aware of our practices. While this is still a work in progress,

our conversations are more open and engaged, and many are very receptive to our requests about reducing packaging, even if it means higher shipping costs for us. We also make an effort to support local and small businesses within our work community whenever possible, moving towards new vendors such as Thistle Botanicals and Larry's Market.

As we move into 2022, we will continue to keep the conversations flowing and open, with a mind towards improvement. Our goal is to actually “create goals” for our suppliers and we hope we are leading the way so they will follow in suit. A “supplier code of conduct” is in the works, which we expect will also put sustainability forefront in the minds of our vendors and suppliers as well.



Our ongoing process will be based on the following:

AUDIT & INDEPENDENT ASSESSMENT

As new vendors come to us, we are asking what their sustainability practices are or if the product itself is sustainable, recyclable etc.

SUPPLIER ENGAGEMENT

Having open and honest conversations, changing their way of thinking, and pressuring them to consider more sustainable ways of business

SETTING TARGETS

Establishing a Supplier Code of Conduct – also a requirement of B Corp recertification

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



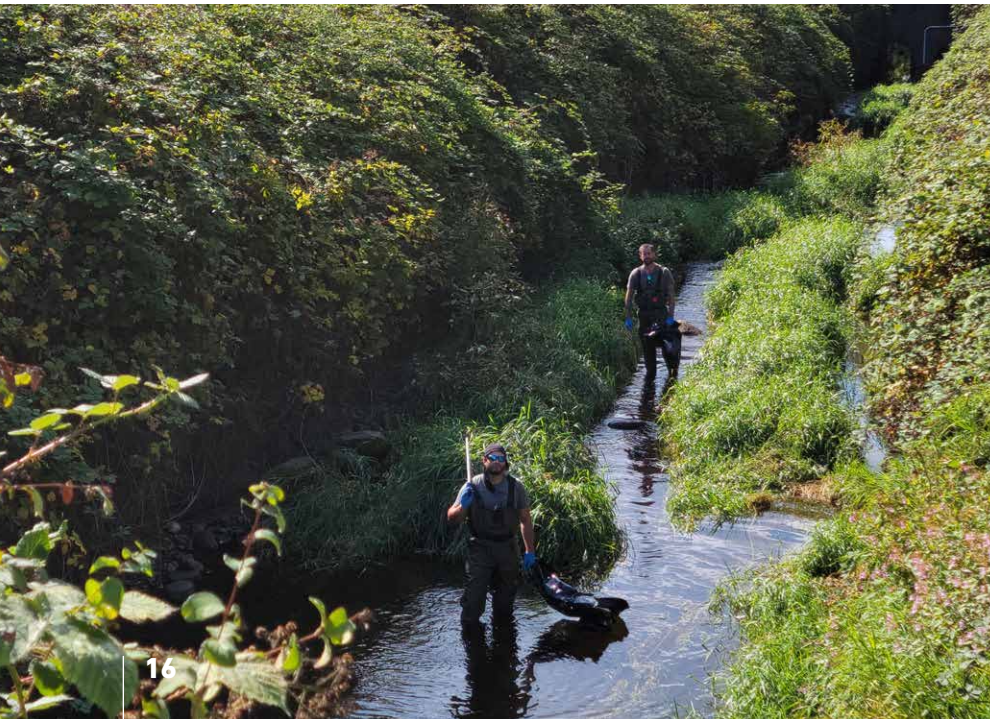
STILL CREEK PROJECT & BEES

Once considered one of the most polluted streams in the province, VFS has made diligent efforts to clean up Still Creek since our inception. These efforts have contributed to the return of salmon to spawn for the first time in almost 100 years. Still Creek remains an incredibly fragile environment and dumping of waste and toxic product continues to be an issue. We are committed to the ongoing efforts of protecting this environment, including educating our customers on its importance to the eco-system, and have found a new ally to assist us in our efforts....BEES!

Bees are fundamental to our eco-system and their homes are constantly under threat due to city densification. They are hugely important to our environment as they are critical pollinators. Bees pollinate 70 of around 100 crop species that feed 90% of the world and in 2021, we were proud to announce the arrival

of roughly 15,000 bees in two hives on our VFS lot! Initially, the queens (named Thelma and Lou-bees) were put in their own pods with a few bees to start the "freeing" process. A hole was made in the queen pod, plugged with a marshmallow for the bees to eat to free her. Our bee keeper, Steven from East Van Bees, attends the bees every 7 to 10 days during the warmer months. While one of the hives thrived more so than the other, our bees were very successful, creating lots of honey and through their pollination, improving the eco-system around them.

The bees have also brought awareness to the VFS Garden. VFS had East Van Bees hold two Beeducation Days for anyone on the studio lot, and they were highly successful in bringing customer awareness to both our community garden and Still Creek projects.







Sean and Marcin took advantage of free healthy meals from fellow B Corp, Fresh Prep. #CovidComeback



2021 – ANOTHER UNIQUE YEAR

2021 continued to be a challenging year as far as Covid was concerned. While there were bursts of normalcy within the year, it was a rollercoaster of emotions, Covid restrictions were relaxed only to become stricter, and so it went. “Highlights” of the year include:

- Invested \$100k in on-site PCR testing
- Paid day off for vaccination(s) and paid days for those who felt effects of vaccination
- 97% of employees fully vaccinated
- Vaccine mandates in place to ensure protection of compromised or vulnerable staff members
- Flexibility in working from home for eligible jobs
- Separated work buildings for certain staff to increase safety



The Company recognized that by mid-2021, many of our employees were going stir-crazy, feeling homebound and claustrophobic, and so we offered them something to provide some fun and relaxation, while working with the confines of Covid restrictions. As soon as some restrictions were lifted, we provided staff with an “Employee Appreciation” gift. Employees were allotted \$500 to spend in a combination of ways. Some of these included:

- Voucher to Fresh Prep
- Night on the town with voucher to Ticketmaster, Dinner, or Spa
- Weekend away: Voucher for hotel stay, meals, ferry rides

The gifts were extremely well-received and employees were happy to share their experiences.

Mental Health and Wellness was also an important component to employee well-being. Many employees attended a quick wellness information session, which outlined the resources available to them. At VFS, employees have access to: Critical Incidence & Stress Management Team (CISM), Employee & Family Assistance Program, money through health benefits, and access to a Company provided counsellor for those in immediate distress.

ABOUT OUR B CORP CERTIFICATION



While Covid has been a trying and tumultuous time, it did bring one good thing....time. Normally mired in the operational day to day, the stoppage of productions for a portion of 2020 allowed VFS staff to turn their attention (in a diligent and detailed way) to finalize the B Corp Certification Process. Going through the B Corp certification process was an eye opener for us as holding a mirror to your flaws is never easy. There were many areas requiring improvement,

particularly in our diversity, supply chain practices, and employee engagement and communication.

B Corp certification is a rigorous and painstaking process requiring an evaluation of all business areas including but not limited to: governance, community, worker category (engagement, compensation, benefits, perks), finance, customers, and environment. Certification requires a company achieve 80+ points, which is something only 2% of companies manage to do their first try. To appreciate how tough it is to achieve 80 points, the median score for most businesses who complete the evaluation is 50.9 points. However, VFS is proud to report that we achieved 84 points on our first try and were officially certified in February of 2021.

For those who do not know, what is a B Corp?

"A B Corp Certification is a designation that a business is meeting high standards of verified performance, accountability, and transparency on factors from employee benefits and charitable giving to supply chain practices and input materials". The "B" actually stands for "benefit" and B Corp includes the "B Lab", which is a network of individuals working for a movement of change. B Lab describes themselves as "a non-profit network transforming the global economy" and their values are to be inclusive and equitable.

B Corp has a rigid assessment system but the assessment is constantly changing based on current societal and environmental problems, so it is not lost on us that the assessment we went through in 2021 may be entirely different by the time we recertify in three years. Keeping abreast of changes challenges not only us, but the rest of the B Corp community, and we must be reactive to societal issues that are current and constantly evolving.



FINANCIAL SUSTAINABILITY

Our employees, ownership group and other stakeholders are relying on us to establish and maintain a solid financial foundation on which our other pillars of social and environmental sustainability can stand. It is critical to our ability to maintain both long and short term initiatives.

To this end, we keep our attention on the ever-shifting market for our film and television products and services, changes in customer needs, and development and retention of employees. The film and television industry has undergone a revolution over the past 10 years with streaming services now dominating the distribution of content to global audiences – gone are the days of sit-coms attracting 20 million viewers every Thursday night from September through June, now its 6 – 8 episodes released simultaneously and consumed in minutes. This means more concentrated and volatile demand for our equipment and services. Fulfilling employment at VFS for those who deliver equipment and services includes access to skills development and education, growth opportunities and the prospect of work/life balance. All these things, (and those listed below), must be successful for our social and environmental sustainability goals to be met – we are committed to doing just that.

~20%

WORKFORCE INCREASE

100%

STAGE OCCUPANCY

\$250K

INVESTMENT FOR SOLAR
PANELS FOR NEW STAGE

\$150K

INVESTMENT IN
ON-SITE COVID TESTING
FOR EMPLOYEES

\$600K

INVESTMENT INTO LEED GOLD
FOR NEW BUILD

212 

TONNES OF CO²
EMISSIONS OFFSET

ENVIRONMENTAL SUSTAINABILITY



#FilmCarbonNeutral

Carbon Offset Program

VFS continues to participate in the Darkwoods Offset program through the Nature Conservancy of Canada meeting our carbon neutral agenda.

REEL GREEN INITIATIVES:

2021 was the first year Reel Green did their Reel Earth Day Challenge. VFS donated \$5000 to the Challenge and 100% of the funds went to the Reel Earth Day projects, which are administered by the Pacific Parklands Foundation. The Challenge focuses on bringing awareness to productions about their impact on the environment when filming and the Earth Day projects raise money toward rehabilitation of those spaces..

COMMUNITY GARDENS:

Beeducation has improved both employee and production staff awareness of our community garden, however, the heat dome in early summer of 2021 stunted the overall growth and health of the garden. We are hopeful it will bounce back in 2022.

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.

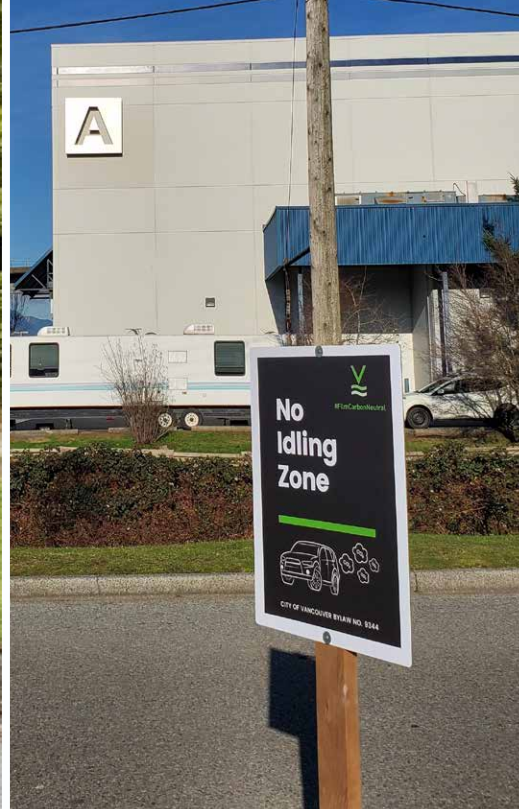
SOLAR PANELS:

Solar panels were installed on the new sound stage. More information to come in 2022 including environmental statistics such as equivalent trees planted and emissions saved.

LED LIGHTING:

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





ENVIRONMENTAL MANAGEMENT PROGRAMS

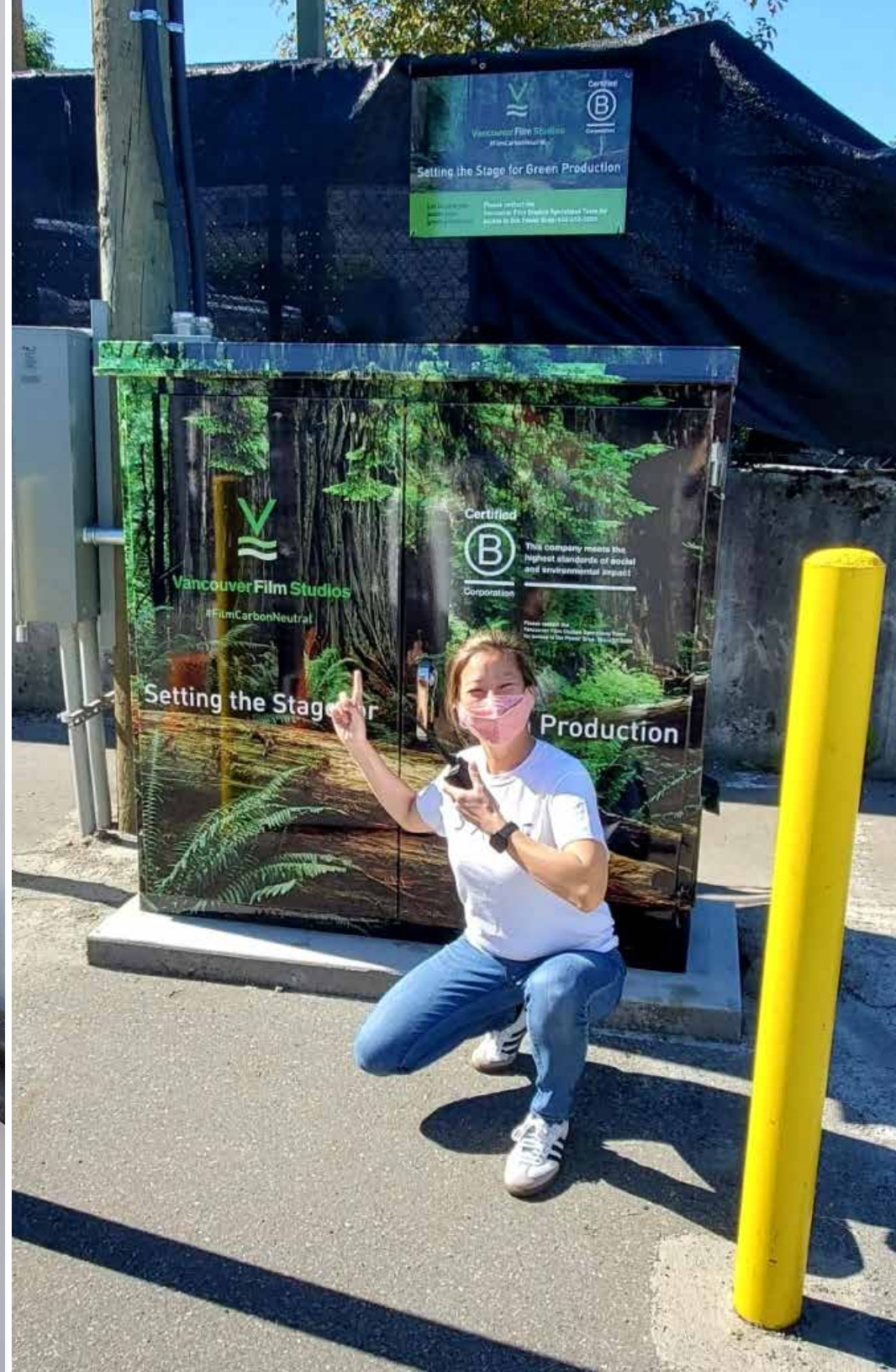
Our in-house waste reduction and recycling program extends beyond municipal minimums in the following ways:

- **Grey Water:** ensuring customers, vendors, suppliers do not dump water into catch basins
- **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:





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:

With the ease of some Covid restrictions, we returned to physical social events as soon as we could. For Halloween, PBS hosted its first official party at their new location with costumes (and creativity) required. A grilled cheese food truck was in attendance and a few brave employees tended bar making new cocktail creations such as "the Gravedigger". A fun note: Head Office staff all came as their own version of Derek Hall, PBS General Manager.

VFS also hosted their 'annual' client Whistler event, which they had missed the past two years due to Covid. The event was held at the Audain Art Museum and Gallery and was extremely well received by all attendees. The holiday season also allowed for some much missed celebrations, but for safety sake, each office did their own event, enjoying games, food and drink, making for a low key relaxing afternoon.





Training & Talent Development

VFS continues to invest in our employee training and talent development with almost 100% of our employees participating in some form of training or development in 2021. We believe that true performance development is only effective when it includes professional and personal goals and reviews include an Individual Performance Plan (IPP) where the manager and employee work together to identify objectives for the coming year. In 2021, our employees participated in a variety of courses including:

- Lift and forklift certifications
- Occupational First Aid Training
- Wilderness First Aid Training
- College and University Courses
- Accounting Designation work
- Manager Communication course with Unstoppable Conversations
- One-line supervisory courses
- Diversity and Inclusion
- Indigenous Peoples of Canada
- Conferences and Professional Designation Updates



Feedback

Each year VFS conducts an Employee Engagement Survey in an effort to get direct and anonymous feedback from our employee group. In 2021, 78% of employees completed the survey.

Responses included the following:

- On a scale of 1-10 for happiness at work, the average score was 7.2
- 77% of employees agree they feel valued at work
- 70% would advise a friend to apply for a job at the company
- 31% strongly agreed that the company clearly communicates goals and strategies

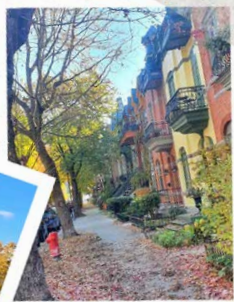
Communication continues to be an area employees identify as needing improvement.

Play Time

Travel was still somewhat limited in 2021, however, that did not stop our employees from enjoying some well-deserved time off, and of course, some employees took full advantage of their Employee Appreciation Gift. As pictures speak louder than words, these smiles easily sum up the importance of 'play time'.....



Sarah & Stephane @pacificbacklot used their giftcards towards a trip to Ucluelet. #CovidComeback



Roisin, Assistant Controller at VFS, chose to use her giftcard towards a trip to Montreal! #CovidComeback



Danny @pacificbacklot took advantage of some Spa Utopia giftcards and enjoyed a pamper day. #CovidComeback



Diversity and Human Rights

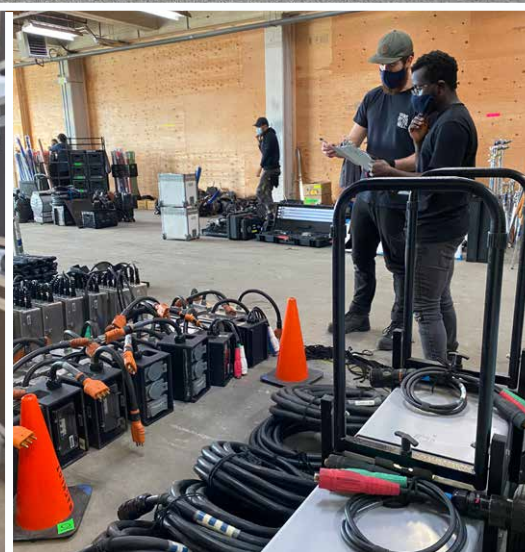
Respect for human rights is fundamental value at VFS and is reflected through our policies and practices. We expect every individual to be treated with respect and dignity and strive to make our work environment a better place to be, which includes consistently reviewing and updating company policies and codes of ethics to ensure we are adapting to current and upcoming laws and social nuances. We expect our employees to hold us accountable and accept and act upon feedback in real time.

Instilling sound justice, equality, diversity and inclusion (JEDI) practices takes work, and we still have much room for improvement, but we have made some inroads such as:

- Increase in female-identifying individuals in traditionally male-held roles
- Increase in female-identifying supervisors
- Increase in % of visible minorities on staff
- Supporting individuals considering gender transition
- Revised and enhances Respect in the Workplace Policies
- Barrier-free external recruitment practices







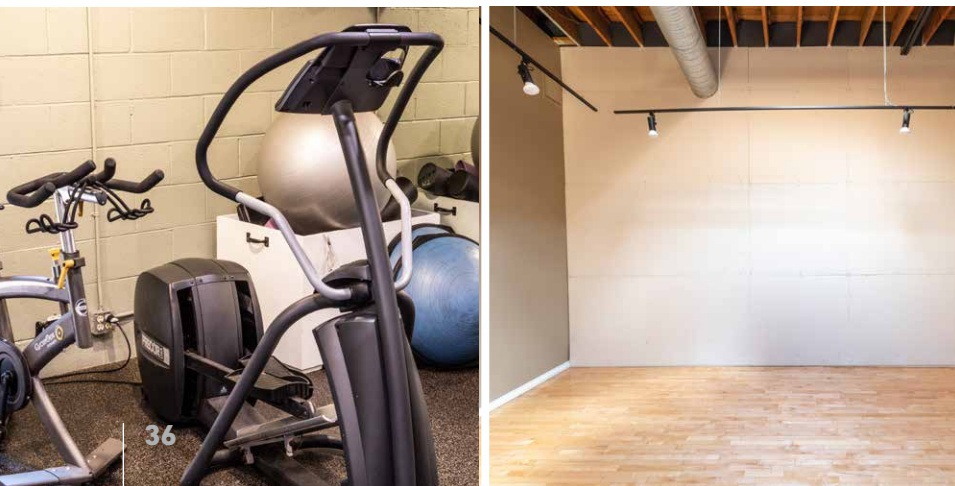
SOCIAL SUSTAINABILITY



- Revise “onboard training” “new employee training”
- Mentorship day for winners of Bike to School Video contest.
- 100% employer paid extended health and dental benefits
- On-site gym (where Covid restrictions allowed)
- Sport scholarships and sponsorships
- Promote bike or bus/train to work
- On-site showers and changerooms
- Mental wellness information sessions.



On the first Truth & Reconciliation Day, September 30, 2021, VFS hosted a lunch and learn for staff. Employees were asked to watch the movie “Indian Horse” prior to the event and were asked to come to the meeting prepared to engage in a conversation about discrimination, discrimination in sports, residential school and Indigenous awareness. This was not a mandated employee event but 70% of staff participated and engaged in the discussion. We also encouraged employees to participate in the free Indigenous Studies Course offered at the University of Alberta and put in plans to launch an Indigenous film maker bursary.



Giving back to our community also continued to be a major focus of our staff. Donations from the McLean Group Employee Fund and Company sponsored events and donations included:

- VFS provided monetary support to both the Vancouver Asian Film Festival and Vancouver Black Film Festival
- Mom2mom Charity
- Red Cross Fire Appeal for Lillooet and other B.C. Communities
- Red Cross Flood Appeal for B.C.
- Abbotsford Flood Victim Support
- Squamish Search and Rescue
- Variety Club Telethon for Kids
- Indigenous Residential Survivor Society

Many employees took advantage of the Company's two paid days off to volunteer, supporting Vancouver Food Bank, Reel Earth Day Challenge, Aunt Leah's Place, Christmas hamper funds, and Women's Rape Shelters.



A few of the events and organizations we support.



Keep Vancouver Spectacular adopt a block
partnered with



LOOKING FORWARD

If Covid brought anything in 2020, it was the demand for more content, as people were relegated to their homes and a need for entertainment was a centre of focus for all. In 2021, we have been drinking from the fire hose of a huge demand in film and entertainment content and despite the pandemic appearing to recede we do not think there is any going back. For those of us who provide services to the film and entertainment industry the future looks very bright indeed.

Goals for the coming year.

- Supplier code of conduct
- Reduce our emissions
- Continue to improve diversity and inclusion
- Focus on scholarship/bursary awards



STAGE
E



OFFICE
F



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
- The first solar array on a sound stage in Canada
- Extensive green roof system
- EV parking stations
- Bio swales for water retention
- Tinted Glass to control glare and heat

