

The background of the entire page is a close-up photograph of large, dark teal tropical leaves, possibly from a Bird of Paradise plant. The leaves have prominent veins and are layered, creating a sense of depth and texture. The lighting is soft, highlighting the natural patterns of the foliage.

# GARDEN

S T U D I O S

# Impact Report

2022



The background of the entire page is a close-up photograph of large, overlapping leaves in various shades of teal and dark green. The leaves have prominent veins and some show signs of wear or damage at the edges.

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# Introduction

2022 has been a year of sustainability focus at Garden Studios. In January, we hired a dedicated staff who have been working closely with the rest of the team on reviewing every aspect of our operations from a sustainability perspective. We have established baselines for energy and water consumption as well as waste volumes and carbon footprint. During the year, we submitted applications for B Corp certification and the Albert Studio Sustainability Certification. We have started to implement a number of initiatives and this report will look at our impact in three core areas: Community, Social and Environmental.



# COMMUNITY IMPACT

## Growth and Support

Building strong ties with the community has been a priority since we set up in 2021. We have started a number of initiatives to make this a reality. With the establishment of Reel Park Royal we aim to build a network amongst companies in the Film and TV industry in the Park Royal area, share knowledge and to achieve collective and collaborative success. As part of this effort and also with environmental considerations in mind, we have built an extensive database of local and sustainable suppliers to film production which we share with all our incoming clients.

In June 2022, we hosted the first meeting of Re-Made in Park Royal, a local reuse and recycling initiative designed to match up artists who need materials with companies who have excess materials. We continue to work with them and a number of other local players including other film studios, the council, Loom, Old Oak Development Corporation and Republic of Park Royal, a local artist studio complex, to find a physical space and/or a virtual platform for exchange of excess materials, also known as the Re-Set initiative.

We support and partner with emerging talent through The Garden Collective, a Garden Studios initiative which helps local and emerging creatives, film makers and designers to make, develop and promote their art.

During the year we've supported three different film projects and one music video with free use of our Virtual Production Stage, complimentary technical support, R&D, post-production support, marketing and editing, as well with in-kind support for lighting and cameras from our partners.

Some of this work has developed further into partnership work that aims to make social impact around issues such as youth violence with The Awareness TAP.



VP access  
donated in-  
kind

£22k



Trauma screening



Supported immersing talent to create a show



MetFilm School shooting on our VP stage



Hosted TV & film careers networking event





# COMMUNITY IMPACT

## Education

We also work with the Mama Youth Project (MYP), an initiative which aims to train young people from marginalised communities for jobs in the film and media industry. We held a demo day with MYP in September this year featuring one of their own alumni who has been a recipient of in-kind use of our VP stage. We are keen to further develop this circular skill/knowledge sharing economy as part of our Garden Collective initiative. Our work to develop a stronger partnership with MYP will continue in 2023 as we look to pilot an addition to their current 6-week digital media course by upskilling 2 of the trainee cohort in virtual production skills.

We support young talent by working closely with MetFilm School, which have teaching facilities on our campus. Throughout the year we've had acting, skills sharing and Virtual Production sessions with students at the school. We have also hosted work placement opportunities with students on their MA Producers course. These activities are part of our educational work currently branded under the umbrella Green Shoots. A new relationship has been developed with Spark!'s schools liaison manager for Ealing and Brent. This project works with schools to support students identified as being at risk of exclusion and poor attainment.

Our partnership work with them will include information sessions at career days in schools and potential mentoring and work experience opportunities.

To date this year, we have hosted 15 Work Experience Placements with referrals coming from a wide variety of sources including as mentioned MetFilm School, direct general enquiries, local youth clubs, local schools and more. We have also worked with and plan to work with more organisations to offer site tours and placements to students with additional educational needs and learning disabilities including Unity Works.





# COMMUNITY IMPACT

## Repurpose and local artist support

As the film industry generates vast amounts of excess materials, facilitating reuse is a big priority for us. During the year we have partnered up with Republic of Park Royal, local adult education centres Brent Start Hillside Adult Community Learning Centre and Camden Working Men College, and local Harlesden Primary School and donated wood, furniture, white goods, office supplies and textiles.

For the Park Royal Design District/London Design Festival in September, we commissioned a photography project titled Capture The Spirit of Park Royal, where photographer Nacho Rivera took portraits of our staff team and members of our community. The project included a mix of long-standing employees from businesses such as McVities, the lollipop lady from a neighbouring school, members of our neighbouring fire station, local artists, business leaders and others. We then hosted a solo exhibition with all the portraits as part of the London Design Festival.

We're located on the Grand Union Canal and feel a responsibility for taking care of it. As a result, we regularly participate in volunteering days with the Canal and River Trust, litter picking along and on the canal.



Hours litter  
picking  
along the  
canal

24







# SOCIAL IMPACT

## Building strong teams

Garden Studios is proud to be a certified London Living Wage employer, a certification we got in March 2022. We ensure, as far as practically possible, that our subcontractors also pay real living wages. Our security company, cleaning company and waste management company are all Living Wage Certified.

We have a diverse and inclusive hiring policy with a focus on hiring local residents and individuals from marginalised communities. Whenever we recruit for new roles, we use a network of selected organisations and employment advocates that work with candidates that reflect this. We also use non-traditional forms of communicating available roles such as WhatsApp, Word of Mouth and social media to ensure we are as far reaching as possible within our local demographic and further afield to candidates who may not know how to or struggle to access our industry. We also include MetFilm School as part of our recruitment network.

The film industry is generally acknowledged as lagging behind when it comes to diversity and female representation. Helping to address this is one of our goals and we're proud of the fact that our Board of Directors have a 37% female representation and 42% of our employees are female. Our staff is diverse and features a spectrum of individuals from various heritage groups, age ranges and neurodiversity.

Over the year we have adopted a range of policies designed to look after the rights and safeguard the well-being of our staff. They include: Dignity at Work policy, Time off for Dependents Policy, Adoption Policy, Anti-Bribery Policy, Anti-Slavery Policy, Compassionate Leave Policy, Equal Opportunities Policy, Flexible Working Policy, Parental Bereavement Leave Policy, Paternity Leave Policy, Shared Parental Leave Policy, Time off for Public Duties Policy, Whistleblowing policy, a Disciplinary and Dismissal Procedure and a Code of Conduct.



Female staff at  
Garden Studios

42%

# ENVIRONMENTAL IMPACT

## Striving to do more


Earlier this year, we committed to being Net Zero by 2030 through the SME Business Hub. We have sourced green energy since our establishment, but high consumption has, at times, required film productions to hire diesel generators. A power upgrade, which took place in July means we now have sufficient power to serve our productions without the need for diesel generators. This has eliminated 20 tonnes of CO2 emissions or about 25% of our carbon footprint. We want to increase our capacity to generate solar-powered electricity and are currently in discussions with our landlords.

As part of our review of the sustainability of our subcontractors we have decided to change waste management company and have hired local company First Mile because of their strong sustainability focus. We started a trial with food waste collection company ReFood, which specialises in anaerobic digestion.

Our donation for reuse initiatives discussed in our Community Impact section also have significant environmental benefits in reducing resource use and carbon emissions as well as diverting waste from landfill. Alongside those initiatives, we continue to work with a number of local players including other film studios, the council, Loom, Echo, Old Oak Development Corporation and Republic of Park Royal, a local artist studio complex, to find a physical space and/or a virtual platform for exchange of excess materials to help our productions reduce their environmental impact.

During the year, we have adopted a procurement policy with strict sustainability standards. Likewise, our Code of Conduct and client on-boarding documents communicate clearly our focus on sustainability and encourage our clients to follow suit. As part of the on-boarding process, we share our database with Local and Sustainable Suppliers.

Air quality in London is poor and we want to contribute to improving it. Early this year, we installed an Airly Air Monitor which contributes to air quality data collection in the capital. Our 'No Idling' Policy came into effect in June and is clearly marked by signs across campus. As we continue to grow physically, we have and will continue to seek ways to incorporate green spaces with plants and trees to support improved air quality and well-being spaces for everyone on our campus.



Reduction  
in carbon  
footprint

25%



# 7

We have identified a number of **UN Sustainable Development Goals** relevant to our operations that we're working towards.







# Education

- 1 The Garden Collective – an initiative which helps local and emerging creatives, film makers and designers to make, develop and promote their art
- 2 Work placements with local Secondary Schools, local youth clubs and Met Film School
- 3 Mama Youth Project – training of young people from marginalised communities for jobs in the film and media industry
- 4 Facilitating work placement for MetFilm School students with local businesses
- 5 Collaboration with Spark! to support students identified as being at risk of exclusion and poor attainment with mentoring and work experience
- 6 Partnership with local youth organisations to offer Virtual Production training on our new training stages





# Gender Equality

- 1 37% Female Board representation
- 2 Diverse hiring policy – 42% female staff
- 3 Mentoring schemes to support female Gardeners
- 4 Sponsored membership to Women in Film and TV offered to all female staff



# Decent Work and Economic Growth

- 1 London Living Wage Certification
- 2 Revenue growth - 243%
- 3 Staff growth - 25%
- 4 Studio footprint growth - 11.5%
- 5 Comprehensive mandatory training including Albert Sustainable Film Production, Environmental Awareness and Respect in the Workplace for all staff
- 6 Diverse and inclusive hiring policy





# Industry, Innovation and Infrastructure

- 1 VP Stage – innovation and use of new technology in film production
- 2 Virtual Production training hubs accessible to wider audiences
- 3 R&D into creating efficiencies through the reuse of digital assets



# Sustainable Cities and Communities

- 1 Reel Park Royal - Building relationships with local businesses in the film industry
- 2 Database of local and sustainable suppliers to the film industry
- 3 Volunteering with the Canal & River Trust
- 4 Local and diverse hiring policy with an aim of recruiting from marginalised communities
- 5 Supporting local emerging film and artistic talent with resources and commissions
- 6 Commitment to improve local air quality through our Airly air quality monitors and our No Idling Policy





# Responsible Consumption and Production

- 1 Donation of excess resources from film production to local partners including schools, artist communities and adult education
- 2 Re-Set and Re-Made in Park Royal initiatives –supporting circularity and reducing waste and carbon emissions
- 3 Supporting local catering companies
- 4 Zero Single Use Plastic policy across campus
- 5 Local and Sustainable Suppliers database shared with productions have a focus on companies offering reuse, recycled and certified products
- 6 Procurement policy emphasising responsible consumption



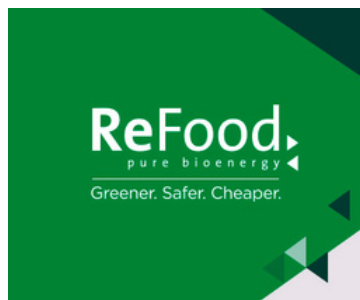
# Climate Action

- 1 Virtual Production Stage -reducing the need for travel in film making
- 2 Take part in the Albert Studio Sustainability Standard to reduce carbon emissions in the industry
- 3 Re-Set and Re-Made in Park Royal initiatives –supporting circularity and reducing waste and carbon emissions
- 4 Creating more green spaces as part of our campus.



# Our Partners

Thank you to our partners for joining us on our sustainability journey



Canal &  
River Trust



The background of the entire slide is a close-up photograph of large, vibrant green leaves. The leaves have prominent veins and some natural imperfections like small holes and tears, giving it an organic, textured appearance. The lighting is soft, highlighting the natural green of the foliage.

We're proud of what we have achieved so far  
but are aware that there's a lot more to be  
done.

Over the next year, we will be focusing on  
making our set and material storage ideas a  
reality, continue to work with our landlords on  
plans for installing solar panels, find ways of  
collaborating more closely with our  
productions on reuse and recycling and  
looking into how we can further reduce our  
carbon footprint.

Thank you!

**GARDEN**  
STUDIOS