



IMPACT REPORT

2023



TABLE OF CONTENTS

INTRODUCTION	1
OUR COMMUNITY	2
EDUCATION	4
OUR PEOPLE	8
OUR ENVIRONMENT	10

UN SUSTAINABLE DEVELOPMENT GOALS	15
----------------------------------	----

OUR PARTNERS	23
--------------	----

THANK YOU	24
-----------	----

INTRODUCTION



JULIE HOEGH & LEONE BUNCOMBE

Head of Sustainability &
Head of Talent and
Community Engagement

We also took part in the Albert Studio Sustainability Standard for the second year in row and feel that this standard could potentially be transformative for the Film and TV Studio business in the UK. This report looks at our impact in three core areas: Our Community, Our People and Our Environment.

We are proud to introduce you to our latest Impact Report.

Sustainability continues to be one of our core values at Garden Studios and we are proud to say that we achieved B Corp certification in August 2023. We're excited to join this worldwide movement which seeks to change business to a force for good.

**Our B Corp overall B
Corp score was 88.2**

Governance – 17.1

Workers – 32.3

Community- 18.8

Environment – 18.1

Customers – 1.6

A group of approximately 15 people are seated on a wooden stage in a room with dark walls and a large window. They are dressed in casual to semi-formal attire, and some are wearing name tags. A microphone stand is visible in the foreground. The scene is lit with warm, indoor lighting.

OUR COMMUNITY

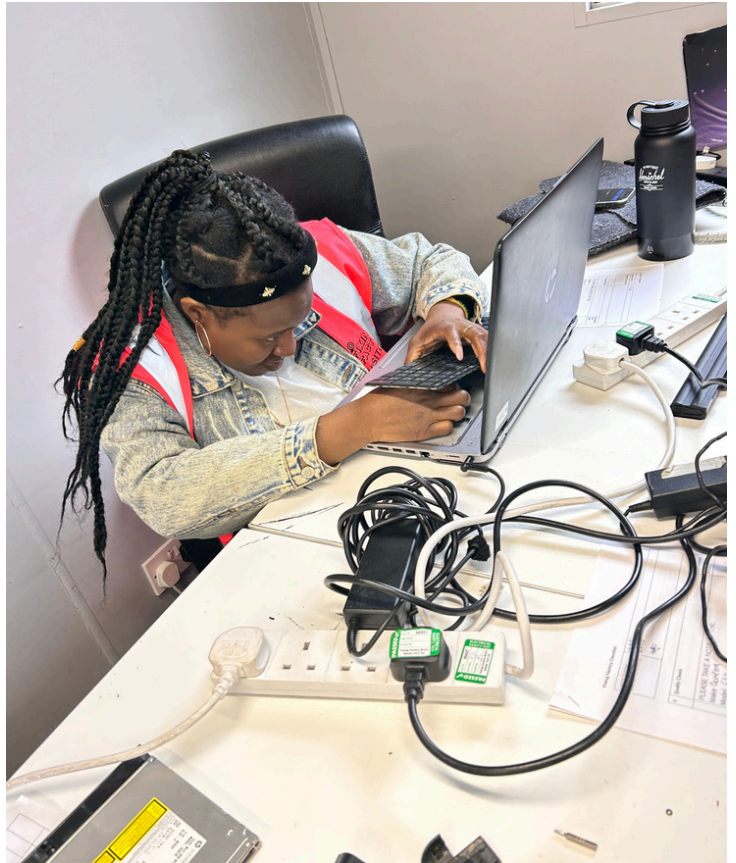
2023 was a busy year for us on the community side and the team has worked hard to ensure that Garden Studios walks the talk concerning our values.

We continued strengthening Reel Park Royal, the network organisation for local businesses we established in 2021 and hosted three events. We currently have 67 members. Two more events were organised by other local businesses and the benefits of a robust local business network is starting to materialise.

To support the local community and with the aim of reducing transport emissions for our productions, we have an extensive database of local and sustainable suppliers which we share with all our incoming clients. We continued to build on this database in 2023.

On the volunteering side, our staff spent 44 hours with the Fixing Factory, a local charity which repairs laptops and donates them to the community. We also spent 36 hours helping ReCollective, the material reuse charitable organisation which we have partnered with and which has been given free space on our campus, in sorting and moving wood material.

Our Artist In Residence program with The Awareness TAP c/o Lennina Ofori started in June and is running until next summer. We have supported the production company with in-kind office



80

Total volunteering
hours

37%

Of staff volunteered

44

Hours with The
Fixing Factory



space and are working on a partnership project alongside The Raheem Sterling Foundation to deliver schools workshops with the opportunity to learn and develop creative content skills at Garden Studios as part of the project.



EDUCATION

Our partnership work with MetFilm School continued and included a mixer event in January 2023 which led to 6 organisations and businesses getting free content made by METFilm School students. One group received a £20k grant from the Arts Council to produce a documentary on the history of Notting Hill carnival. The mixer was repeated in November and works created with clients selected will be completed in June '24.

In January, we hosted four business school students from Harvard Business School for a week to get first-hand experience of running a film studio and a deeper understanding of Virtual Production. We also hosted a larger group from the school to take part in a hands-on Virtual Production experience.



**Screen Skills - Xplor One,
Production Park
ScreenSpace
Danvik Norwegian film
school
Film London
ScreenSpace
University of Chichester
ConnecMe2
Springhallow School
BFI short course
Belvue School
A Look Into
Mark Milsome
Unity Works**

Furthermore, we organised 15 tours of our campus for education and training providers (some returnees).

We continued our relationship with Spark! to support students identified as being at risk of exclusion and poor attainment with mentoring and work experience by attending two schools to share information about roles and career paths in TV & Film with students identified as likely to not continue in education.

As part of our education and innovation program, we invited around 50 industry professionals and members of the local creative community to explore how AI could impact film

and TV. We focused on creative tools with the exception of script writing. Themes covered were Motion Capture, scanning of objects, VFX simplification, AI generated scenes, effects and scoring. The participants experienced first-hand tests of the tools and together they made a scene celebrating the effort.

During the year we've supported two different creative projects, a short film by emerging Director Thomas May and a photography shoot for the fashion label Yeboah with subsidised use of our Virtual Production Stage, complimentary technical and artistic support.



**Campus tour for Springhallow
School**



We offered free office space to Shadow to Shine for delivery as part of their classroom based workshops as part of their summer project.

The first On The Sofa live podcast was held during Black History Month welcoming 56 members of the local community. The on The Sofa podcast aims to provide safe spaces and open up conversations which have a significant impact within communities but tend not to be openly discussed.

The evening fostered a conversation broaching topics including trauma stemming from experiences not limited to sexual abuse and domestic violence which are not usually discussed in public spaces. This event also gave the opportunity to showcase our creative spaces to potential members as an affordable option to support their own creative journeys.



One of our 'On The Sofa' events at The Hive November 2023 with Artist-In-Residence Lennina Ofori .

In-kind/subsidised space to The British Black List for their 11th anniversary event, The Forge and Park Royal Business Group who delivered a half day open access session to local businesses. Attendees had the opportunity to speak with specialists and receive advice on funding opportunities, business development and marketing tips.



IN-KIND SUPPORT TO EMERGING CREATIVES £69,000



The total value of our in-kind and educational support in the form of complimentary and subsidised use of our studio spaces amounted to £69,000 in 2023.



OUR PEOPLE

We continued training our staff in 2023 and in addition to our mandatory training schedule, members of the team have been given the opportunity to attend and complete toolbox sessions and training on AI Use Guidelines, good practice in positive work culture, Mental Health First Aid, Risk Awareness (RAW) safety training module, and presentation skills.

A two day Communicating Through Photography workshop delivered by award-winning non-profit organisation PhotoVoice, where participants learnt practical skills in photographic storytelling, with an emphasis on the importance of team communications.

Garden Studios continues to be a certified London Living Wage employer, a certification we got in March 2021. We're working continuously with our subcontractors to ensure that everyone employed on our campus is paid a London Living Wage. Our security company, cleaning company and waste management company are all Living Wage Certified. We have increased salaries to reflect changes in the London Living Wage announced in November 2023 for minimum wages at £13.15/hour.

To increase staff engagement with our sustainability initiatives, we have nominated a sustainability champion in each of our departments. Sustainability champions meet every quarter to report on progress within their departments and a prize will be given at the end of the year to the most effective team.

On recruiting, we have increased our network of local organisations and employment advocates that support candidates who are local residents and individuals from marginalised communities. We also continue to 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 academic institutes such as MetFilm School, Brunel University and grassroots organisations like Mama Youth, My First Job in Film and Connectme2 as part of our recruitment network. As a basis, we use a blind procedure for hiring managers to shortlist candidates. Candidate identities are then revealed at interview stage.





OUR ENVIRONMENT

Material Reuse and Waste

Alongside reducing the environmental impact of our own operations, our focus in 2023 was to help our clients operate more sustainably while at Garden Studios and we have identified set material and prop upcycling as an area we can have real impact.

Re-Set is our internal programme of upcycling set material and props and many of our productions have engaged with this. We have built up a network of local partners to take prop donations. These include two local primary schools, local adult education centres Brent Start Hillside Adult Community Learning Centre and Camden Working Men College, charities, theatres and prop houses.





For set material donations, we have partnered with three organisations: Re-Collective, Re-Made in Park Royal and Republic of Park Royal. ReCollective, a material agency which builds community buildings with reused materials, were given storage space on our premises in 2023 and we expect that partnership to grow as the film and TV business recovers in 2024.

In co-operation with our partners, we saved 46.75 tonnes of wood for reuse which translates into a CO₂e savings of 12.81 tonnes.

Total wood saved from GS productions (tonnes)	46.75
Impact of primary production of wood (source: DEFRA conversion factors) kg per tonne of wood	312.61
(Tonnes x impact factor)/1000 (tonnes)	14.61
Impact of reusing wood (source: DEFRA) kg per tonne	38.54
(Tonnes x impact factor)/1000 (tonnes)	1.80
Estimated emissions savings (primary production impact - reuse impact) tonnes CO₂e	12.81

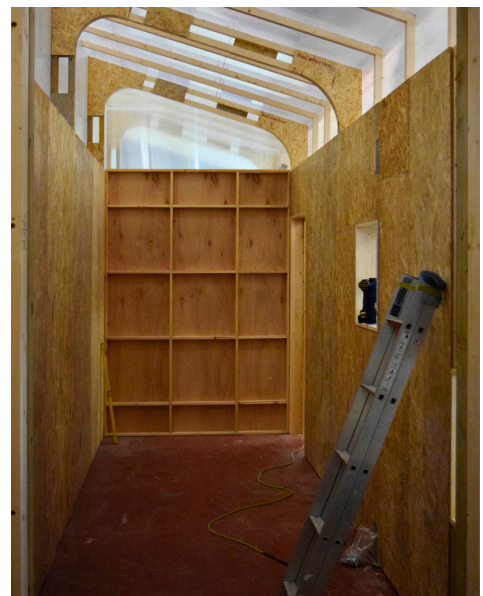
**Tonnes of CO₂e
saved by wood
reuse 12.81**

Our ambition is to make material donations for reuse standard for all our productions and we'll work hard over the next year to make this a reality.

We have also built a WhatsApp network with local film studios, set construction companies, VFX companies, artist communities, Park Royal Open Workshop, Re-Made in Park Royal and many more, for the same purpose. In cases where our donations partners have not needed our donations, we have used Olio, a sharing app for local communities, and Ebay.

We engaged food waste company ReFood, which specialises in anaerobic digestion, to handle our food waste. During the year, 6.57 tonnes of food waste was diverted from landfill.

A fourth recycling stream was introduced this year. In partnership with local artists, Blast Studios, we collect coffee cups which are pulped and made into sculptures and furniture.



Facilities upgrades

Our industry was heavily impacted by the American writers and actors' union strikes during most of 2023. Consequently, our financial ability to undertake expensive carbon reduction capital expenditure was limited. We have, however, continued to upgrade our lights to LED lighting and we are now at 97% across campus. The upgrade programme continues in 2024.

During 2023 we installed an energy consumption platform, Wattics, which now captures granular consumption data, down to the level of individual rooms, in most of our buildings. This will be rolled out to all our buildings in 2024. Transparency on consumption is already proving useful in lowering consumption.

Discussions with our landlords to install more solar panels on our two largest buildings continues but is moving slower than we would like. Our aim is to get this upgrade completed in 2024.



Carbon Footprint

During the year we signed up with the SME Climate Hub and committed to a 50% reduction in carbon emissions by 2030 and net zero by 2050.

A power upgrade in 2022 has allowed us to introduce a diesel generator ban on campus. We continue to purchase 100% renewable electricity. As part of a renovation programme in 2024 we will remove some of our gas boilers.

Our total carbon footprint decreased by 23% in 2023, mainly driven by a drop in Scope 3 emissions. Despite lower activity on campus due to industrial action, our Scope 1 and 2 emissions increased. This increase was mainly driven by gas consumption by a live reality TV show with 24/7 presence on our premises. We expect this to continue to be a challenge in 2024 as the production will produce two more shows with us. We're working hard to share energy saving tips with this production. Due to the nature of our business, our energy consumption will fluctuate.

We continued our work to reduce our Upstream Scope 3 emissions with rigid sustainability criteria for sub-contractors and a check-list for all supplier contracts. Downstream Scope 3 reduction efforts included our Re-Set programme and our Virtual Production stages.

Studies* show that Virtual Production can save as much as 70% carbon emissions relative to location or off-line shoots. During 2023, we produced 30 Virtual Productions on our stages, most of those advertisements and music videos. The carbon emissions associated with the average advertisement is 10 tonnes* (as we had a mix of project sizes) which generated carbon savings of 210 tonnes of .

30	Virtual Productions
10	Avg. tonnes CO2e per advertising production (estimate based on AdGreen)
70%	Avg. reductions in emissions per VP production
210	Total tonnes CO2e saved

*AdGreen Annual Review 2023 (row 2)
*Green Screens, Green Pixels and Green Shoots – Filmakademie Baden-Württemberg (row 3)



UN SUSTAINABLE DEVELOPMENT GOALS





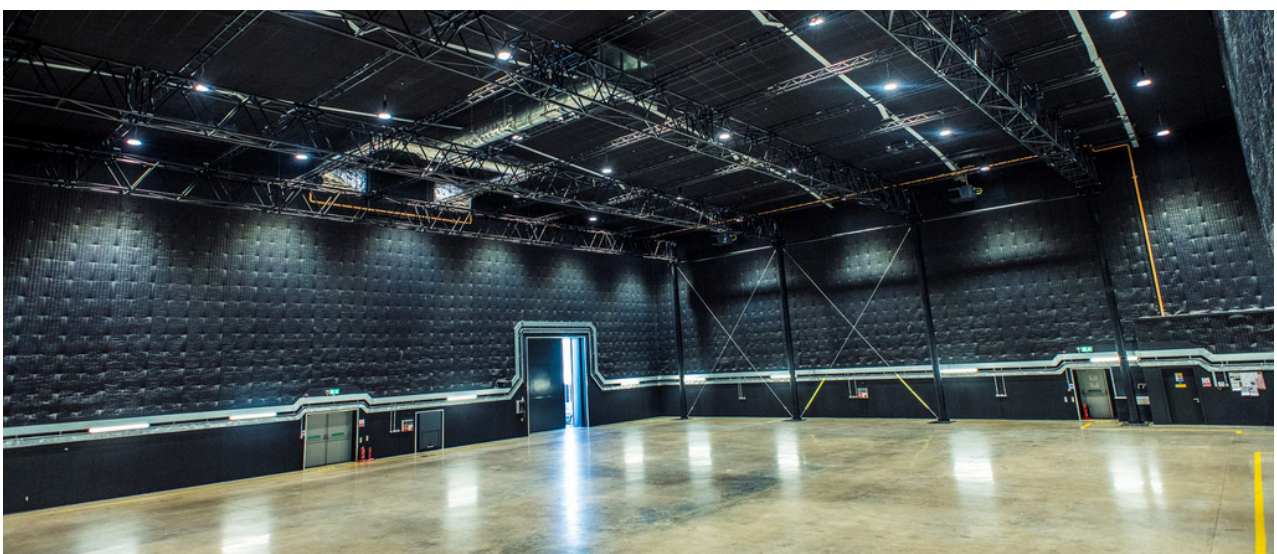
Education

- MetFilm School events connecting businesses with students
- Site tours and VP demos for 15 different schools, universities and special educational needs institutions
- Free or subsidised use of our studio spaces and Virtual Production stage
- 22 Work Experience Placements hosted
- Collaboration with the Mama Youth Project
- Partnership work with Lisa Quinn, an independent mediator between businesses and SEND schools.
- Supported SEND pupils from Ealing schools and SEND pupils to access business insight days.



Gender Equality

- Female staff at Garden Studios represent 48% (up from 46% in 2022)
- Our board of Directors remains at 42% female
- Free membership to Women in Film and TV for female members of staff





Decent Work and Economic Growth

- Staff growth - 30%
- London Living Wage Certification reconfirmed
- Comprehensive mandatory training including Albert Sustainable Film Production, Environmental Awareness and Respect in the Workplace for all staff
- Diverse and inclusive hiring policy



Industry, Innovation and Infrastructure

- R&D into creating efficiencies through the reuse of digital assets
- Virtual Production training hubs accessible to wider audiences
- Virtual Production Stage – innovation and use of new technology in film production
- Launch of The Hive, a hub for creatives with low-cost entry
- AI Workshop – with industry professionals and members of the local creative community
- Reel Park Royal - Building relationships with local businesses in the film industry



Sustainable Cities and Communities

- Local and diverse hiring policy with an aim of recruiting from marginalised communities
- Commitment to improve local air quality through our Airly air quality monitors and our No Idling Policy
- Database of local and sustainable suppliers to the film industry
- Volunteering with Canal and River Trust and the Fixing Factory
- Donation of excess resources from film production to local partners including local schools, universities, theatres, artist communities and adult education centres through our Re-Set programme



Responsible Consumption and Production

- Zero Single Use Plastic policy across campus – all new starters receive a hot cup and water bottle to support this
- New waste recycling streams – food waste and coffee cups
- Supporting local catering companies
- Local and Sustainable Suppliers database shared with productions have a focus on companies offering reuse, recycled and certified products
- Procurement policy emphasising responsible consumption
- Material reuse partnerships –supporting circularity and reducing waste and carbon emissions



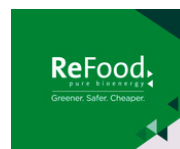
Climate Action

- Take part in B Corp movement to reduce carbon emissions
- Take part in the Albert Studio Sustainability Standard to reduce carbon
- Signed up with the SME Climate Hub and committed to 50% reduction of carbon emissions by 2030 and net zero by 2050
- Material reuse partnerships –supporting circularity and reducing waste and carbon emissions
- Virtual Production Stage -reducing carbon emissions in film making
- Investment in carbon reducing infrastructure at the studio



OUR PARTNERS

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



THANK YOU

We still have lots to do at Garden Studios. Over the next year we will focus on the planned solar panel installation, work on client engagement with our Re-Set programme, work towards 100% LED lights and reduce our dependence on brown gas.

Thank you!

IMPACT REPORT 2023

GARDEN
STUDIOS

Certified



Corporation[®]