

Skidmore

Impact Report 2018

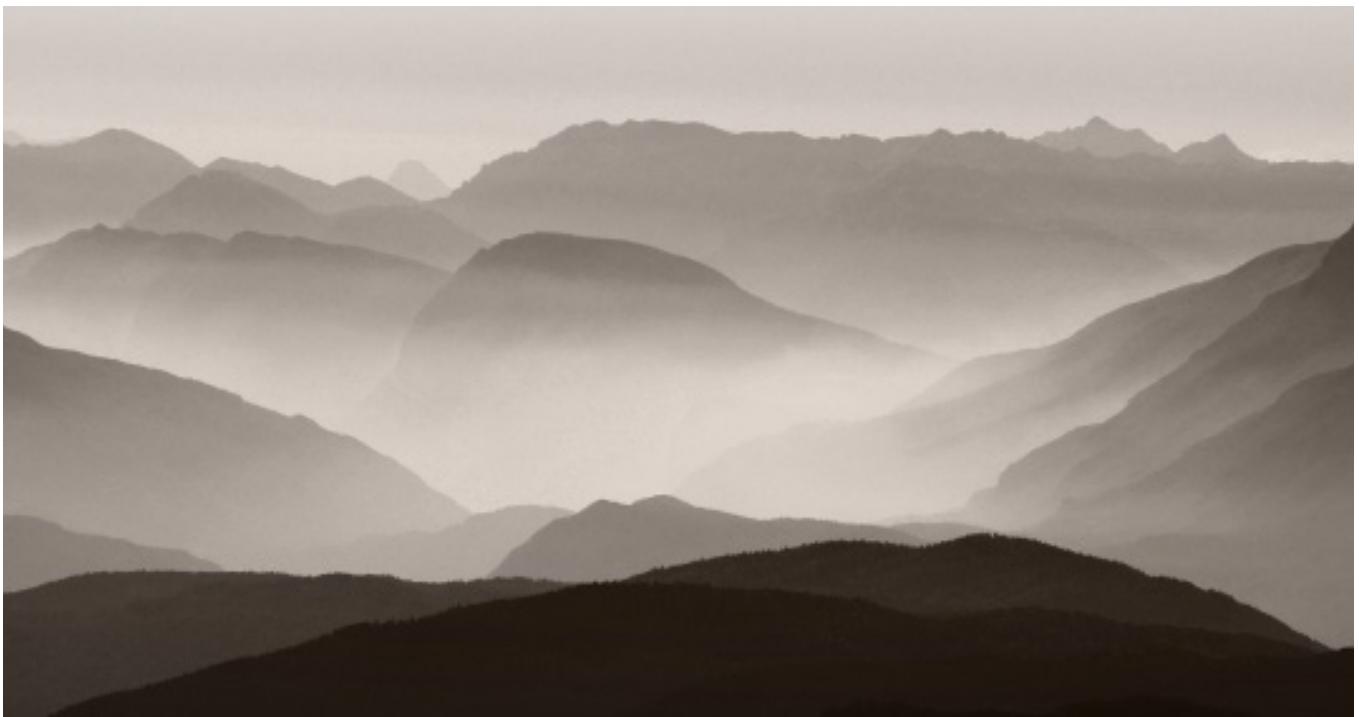


Introduction

Skidmore Group cares about its impact on the world. That is why we have embarked on a journey to redefine what we consider success in business.

We have always believed in using business as a force for good, and are pursuing B Corp certification as a way to keep us accountable to that commitment. B-Corp Certified Organizations are ones that are purpose driven, and creates benefit for all stakeholders, not just shareholders. As we continue the process towards B Corp certification, we are committed to integrating B Corp ideals into our strategy and operations.

The purpose of this report is to communicate how we give back to our people, the community and our environment.



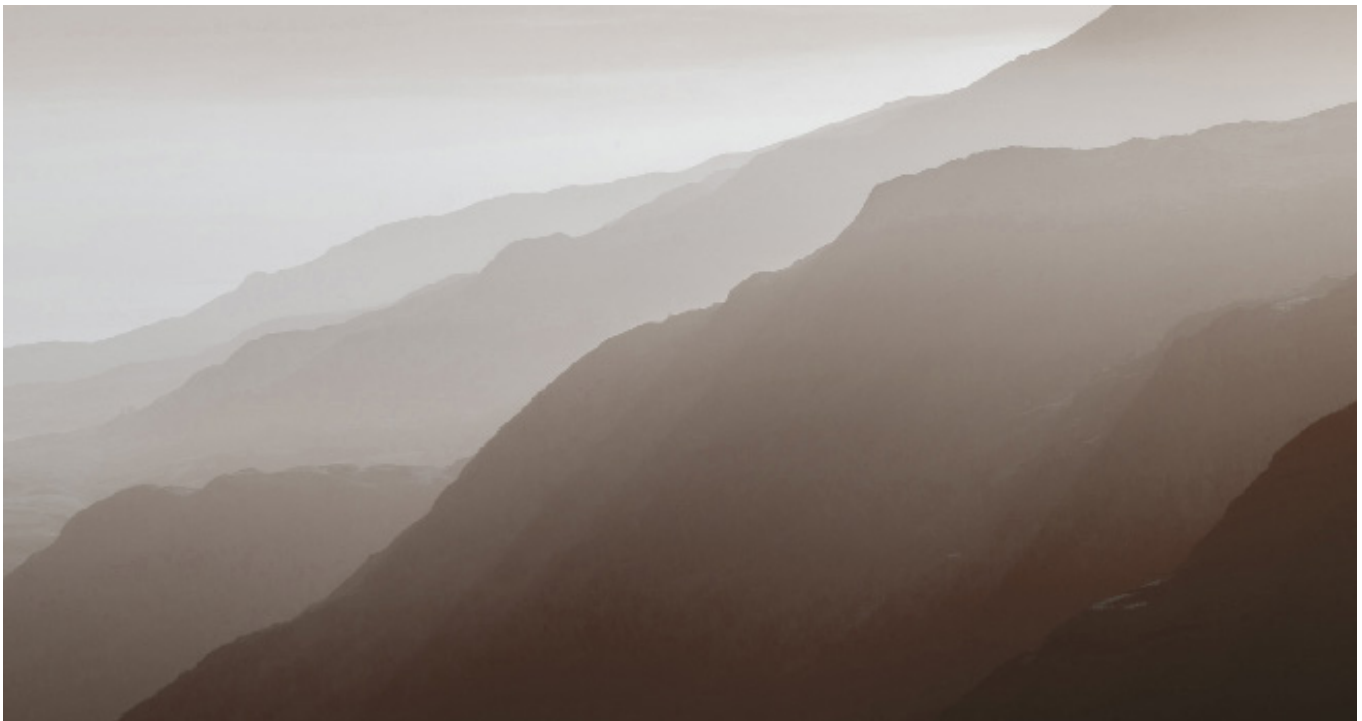
Vision

"We aspire to create a better world by accelerating people's talents so they can meet their true potential and in turn, lift others."

Values

Skidmore Group aims to integrate its organizational culture and values upward unto all its investments. The values that Skidmore Group wishes to instill in all its investments are:

- **We trust, and are trustworthy**
- **We collaborate**
- **We are open**
- **We give back**
- **We make excellence happen**
- **We keep evolving**

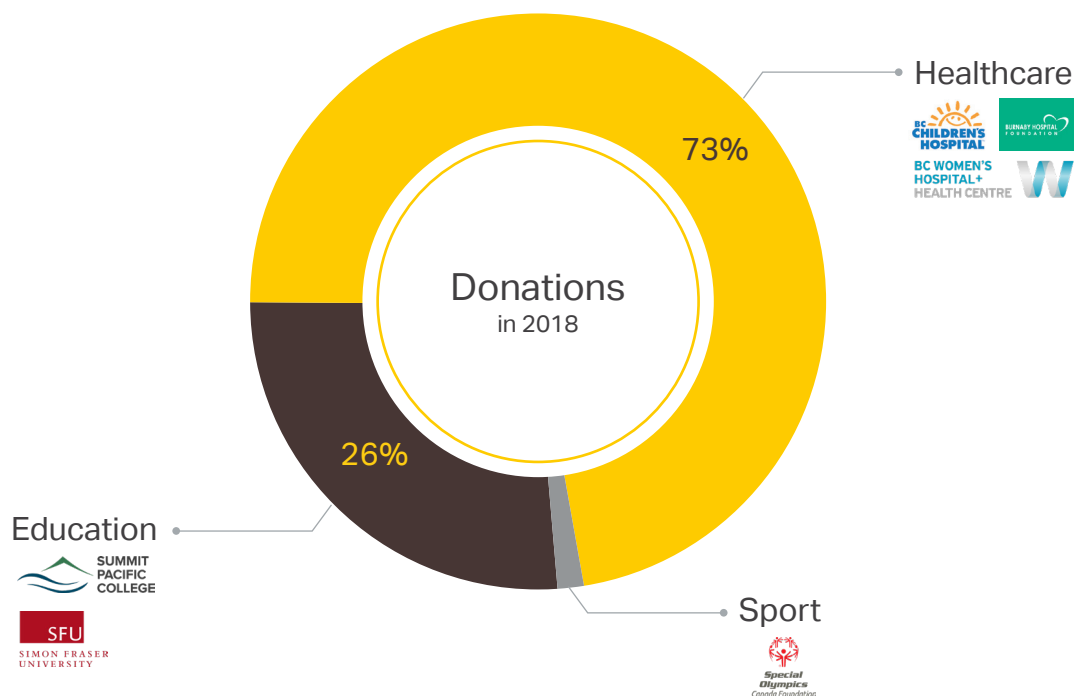


Philanthropy

For Skidmore Group, business is a platform for magnifying the best intentions of people and focus them on creating a powerful change in the world. When reflecting this upon ourselves, we were able to ignite our intentions by setting up the Skidmore Group Foundation in conjunction with Allan Skidmore Family Foundation.

Through these philanthropic foundations, we invest in developing tools to help people meet their true potential; which starts with the core pillars of community development, healthcare and education.

The two foundations have continued their commitment to these pillars, and some past highlights are the Alex Skidmore Renal Dialysis Unit at BC Children's hospital, Skidmore Hall at Trinity Western University and a multi-million dollar financial investment towards a new Emergency Room at Langley Memorial Hospital.



Employee Engagement

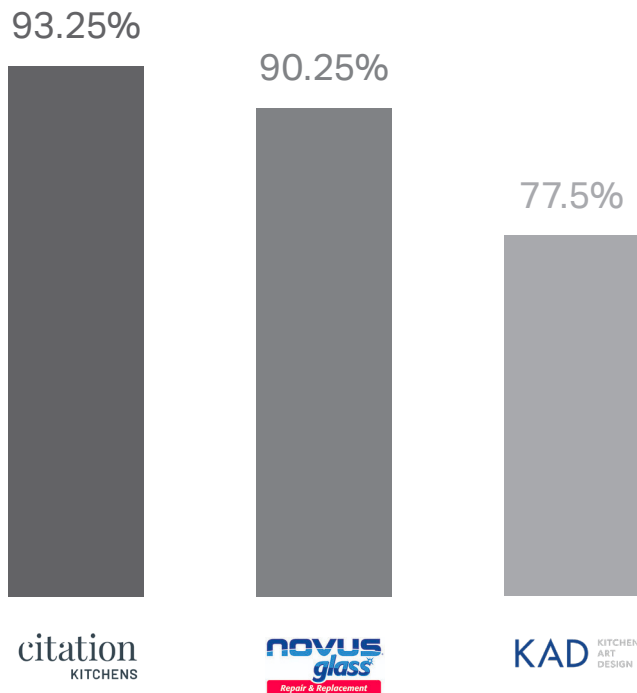
Skidmore Group knows that the success of any business depends on the well-being of its employees, and is therefore in continuous dialogue on how to create a better, safer and more compassionate place of work.

Employee Engagement results of Skidmore Group team members in 2018



Team Engagement

The average rate of team engagement of our operating brands in 2018 was



Some of our team members



Impact Policies - Skidmore Group

The following policies have been implemented to give back to the community and increase the wellness of our employees and suppliers.



1. Volunteer Policy

Company-Wide Volunteer days
(8 hours paid per year)

Independent Volunteer days
(12 hours paid per year)



2. Supplier Diversity Policy

Preferences will be given to those organizations that are:

- Purpose-driven
- Majority-owned by women
- Majority-owned by people from under-represented groups
- Purpose-driven
- The company holds B Corp, or similar certification
- Locally owned

Some of our partners:



Impact Policies - Skidmore Group

The following policies have been implemented to give back to the community and share the wellness of our employees and suppliers.



3. Work Support and Inclusion

- Core competency development
- Job skills training
- Life skills training
- Other learning opportunities

85.7% of our employees received training in 2018



4. Health and Wellness

Mental Health

- All team members have access to counseling and support services

Fitness

- Skidmore Group provides subsidies for gym and fitness memberships or activities for up to \$100 per month

Work/Life Balance

- Encourages employees working on holidays and weekends
- Allow flexible work hours and telecommuting

Our Culture



Skidmore Hall

The Opening of Skidmore Hall

Trinity Western University (TWU) celebrated the opening of Skidmore Hall, a new student residence building on the Langley campus.



New Emergency Department

Langley Memorial Hospital

Allan and Clarice Skidmore, on behalf of the Allan Skidmore Family Foundation, have made a \$2-million gift in support of a new Emergency Department at Langley Memorial Hospital.



Special Olympics

Fundraising

With our team raising over \$6,200, Vancouver raised over \$160,000 total for Special Olympics.

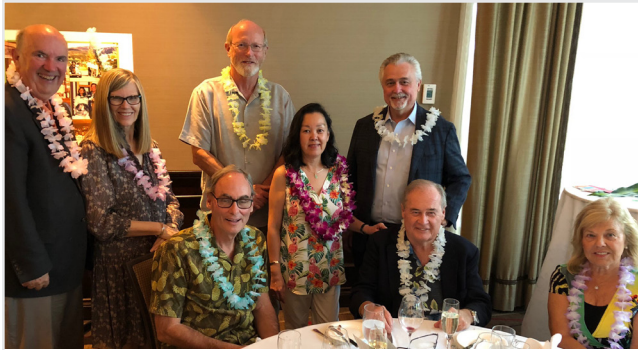


Disney

Cultivating a Culture of Design Thinking

We brought our teams together for a one-day intensive workshop.

Our Culture



Thank You
June

We celebrated June's retirement and acknowledged her 35-year career with the Skidmore family.



Client Appreciation
Cruise by Operating Companies

We enjoyed a beautiful cruise around the Vancouver Harbour and connected with our valued partners in a new way.



We For She
Creating a More Equal Future

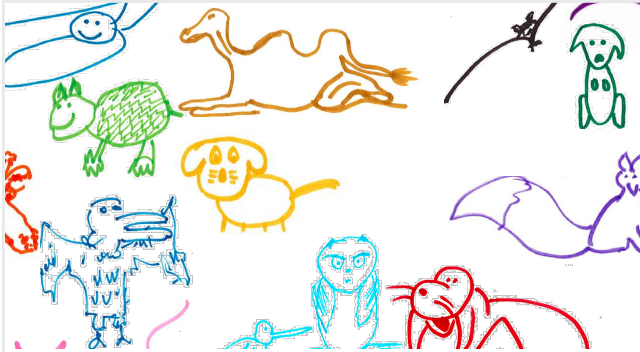
On Friday, November 16th, we had the pleasure to attend the We for She conference put on by Greater Vancouver Board of Trade.



Skidmore
Christmas Party

We had a party with all our team members!

Our Culture



B Corp Training

The path to becoming B-Corp certified is just the start. "We want to inspire other people and business to re-evaluate how they measure success beyond financial performance," says Garry Skidmore.



Skidmore New Office

We moved into our new corporate offices, which have been created by renovating an existing building deploying the latest technology.



Bottleless Drinking Water 1408 Bottles Saved