



Environmental policy

1. Mission of difuze and context of policy

difuze offers clients postproduction finishing (sound and image), adaptation (dubbing, subtitling, and video description), and management and delivery of audiovisual entertainment content for players in the movie and television industry to all viewing platforms available on the market.

difuze is based in Montréal and Toronto, Canada, and has more than 270 employees at three sites:

- St. Catherine: 2101 St. Catherine St. W., Montréal, QC H3H 1M6
- St Paul: 640 St. Paul St. W., Montréal, QC
- Logan: 406B Logan Street, Toronto, ON

Since the majority (80-90%) of our work is digital, we orient all of our operations and processes toward practices aiming to minimize our environmental footprint and promote environmental sustainability.

Thanks to the efforts of all of **difuze**'s employees, collaborators, clients, and suppliers, this policy outlines these daily and on-going practices.

2. Policy objectives

This policy aims to establish **difuze**'s environmental commitments and make them known to all our employees, collaborators, clients, and suppliers.

3. Commitments

difuze has formed a Green committee composed of volunteers located at various sites. Representatives of the Logistics, Operations, and General Administration departments are involved in this committee to ensure its effectiveness.

The mission of this committee is to structure and implement eco-friendly actions in all our establishments and define the orientations of this environmental policy. The committee will constantly look for ways to improve those practices.

The Green committee will meet at least four times a year to ensure that **difuze**'s commitments are met.

difuze commits to the following:

- Respect all regulatory requirements related to the environment in all the provinces, states, and territories where we carry out our activities
- Regularly conduct awareness-raising campaigns to inform employees about eco-friendly practices
- Provide information, answer questions, and support employees regarding eco-friendly practices and behaviour
- Choose eco-friendly means of transport and compensate for carbon emissions produced by flights when possible

- Choose environmentally friendly supplies and resources when possible
- Base the marketing strategy for the production of promotional materials on a selection of sustainable products or products manufactured from recycled or non-polluting materials
- Create and reinforce the complete infrastructure required for recycling materials where possible
- Limit energy consumption
- Consider the environmental implications in all decisions

4. Action strategy

The Green committee will regularly carry out diagnoses or assessments and communicate strategies in the following areas:

- Improving **difuze**'s infrastructures
- Information provided and awareness raising
- Eco-friendly behaviour

These strategies may be deployed in various ways including displays and internal and external communication via interactive platforms, social networks, and the website.

difuze will assess and consider all other strategies aiming to expand its eco-friendly actions.

In addition, the Green committee will inform employees of any changes to eco-friendly practices as necessary to maintain maximum effectiveness.

5. Monitoring progress

This policy will be revised and updated annually and whenever necessary to ensure that all regulatory requirements are met and support employees, collaborators, clients and suppliers in adopting the best eco-friendly practices.

François Deschamps

President

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VP, Finance and administration

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