Calgary Stampede

CP-001 Governance

CP-001 Governance & Why it Matters

- Policies ensure the Calgary Stampede operates consistently, legally and in alignment with our strategic goals and values. They also help Members understand their roles and responsibilities within the organization.

- The Governance Policy explains how we create, review and approve policies at the Stampede.

What You Need to Know

- There is a structured process for developing and updating all policies.

- Policies are regularly reviewed to stay relevant and effective.

- Different types of policies require different approvals:

  o **Corporate policies** guide how the Stampede handles big-picture issues that affect our strategy, purpose, or reputation — these are approved by the Board of Directors.

  o **Operational policies** ensure we follow laws, meet organizational goals, and keep our day-to-day work consistent — these are approved by the CEO.

  o **Standard operating procedures (SOPs)** explain the step-by-step processes that specific teams follow to apply the policies — these are approved by Executive Management or Committee Chairs.

- New or revised policies are shared through appropriate channels like the Volunteer and Employee notices, website and intranet, and leaders are expected to share the information to their teams and committees.

Who does this apply to? This policy applies to all Stampede Volunteers and Employees.

How this helps YOU

- Keeps your work consistent so you know what's expected across the organization.
- Everyone follows the same rules, leading to fair and predictable decisions.
- If your team is working on a policy, there's a clear process to ensure policies are carefully reviewed, approved by the right people, and regularly updated.
- Helps protect the organization from legal, financial and reputational risks.
- Supports your Leaders to guide you with accurate, up-to-date information.
- With clear, up-to-date policies, everyone works together with the same understanding which creates a consistent, fair experience for all.

Real-World Impact

What happens when things change?

Say a new law is introduced that affects how the Stampede operates. You or your Leader would work with the right teams to review the law and decide if a new policy is needed or if an existing policy should be updated. The policy is reviewed or created and approved by the appropriate Member in accordance with this Governance Policy.

Where to go for help

- The full Governance Policy can be found on the Volunteer Website or the Intranet and People System for Employees.

- Leaders who have questions about this policy or any other Corporate policy may contact the Corporate Secretary or the Chair of Governance and People.

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