



2024 MODERN SLAVERY REPORT

This Report has been prepared by The Calgary Exhibition and Stampede Limited (the “Calgary Stampede”) for the financial year ended December 31, 2024 pursuant to the Fighting Against Forced Labour and Child Labour in the Supply Chains Act (the “Act”) in effect since January 1, 2024. The Calgary Stampede is incorporated under the Companies Act of Alberta as a not-for-profit organization.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

STRUCTURE AND ACTIVITIES

The Calgary Stampede is a community organization that preserves and promotes Western heritage, culture and community spirit. As a world-class, year-round gathering place for the community, the organization is governed by a volunteer board of directors, including both elected and appointed members. The Calgary Stampede operates and is headquartered in Calgary, Alberta, Canada, with thousands of employees and volunteers. Year-round activities contribute to the quality of life in Calgary and southern Alberta through world-class facilities, business, conferences, western events and competitions, an annual July festival, and a multitude of youth, community and agriculture programs.

SUPPLY CHAIN OVERVIEW

The Calgary Stampede’s supply chain encompasses several thousand direct and indirect suppliers involved in the procurement of goods and services necessary for the annual festival, year-round business and community engagement requirements, including: construction and infrastructure, furniture, fixtures, and equipment; food and beverage; operating supplies and equipment; agricultural supplies and services, and corporate services. Suppliers and contractors play a crucial role in delivering a successful festival and year-round convention business, contributing to various aspects of the organization’s infrastructure and services. While the Calgary Stampede makes a concerted effort to purchase locally sourced goods and services, some are sourced outside Canada.

POLICIES AND DUE DILIGENCE PROCESSES

The Calgary Stampede is committed to upholding ethical standards and preventing modern slavery within its operations and supply chains. The Calgary Stampede has posted a Human Rights Statement on its website. The statement declares the organization’s commitment to human rights that is informed by the Canadian Human Rights Act, the Alberta Human Rights Act, and the Universal Declaration of Human Rights, as well as Federal and Provincial employment standards.

The Calgary Stampede’s Code of Conduct outlines the organization’s commitment to ethical and responsible behavior in all aspects of its operations and interactions. It emphasizes integrity, respect and fairness as fundamental principles guiding the conduct of all individuals associated with the Calgary Stampede, including directors, officers, management, employees, volunteers and contractors. The Code of Conduct prohibits discrimination, harassment, and any form of misconduct, fostering a culture of fair treatment, safety and mutual respect. It also highlights the Calgary Stampede’s commitment to compliance with laws and regulations, promoting transparency, accountability and responsible stewardship of resources. It emphasizes the Stampede’s commitment to treat vulnerable individuals with respect and adhere to applicable human rights legislation. In 2024, a statement explicitly condemning forced labour, child labour and human trafficking was added to the Code of Conduct. Through adherence to the Code of Conduct, the Calgary Stampede strives to uphold its values, maintain trust with stakeholders and ensure the integrity and success of its events, programs and initiatives.

RISK ASSESSMENT AND MANAGEMENT

The organization recognizes that certain parts of its business and supply chains may carry a risk of forced labour or child labour being used. In its 2023 report, the Calgary Stampede committed to conduct risk assessments involving engagement with stakeholders, including suppliers and relevant authorities, to evaluate risk factors and implement appropriate mitigation measures. In 2024, the Calgary Stampede began mapping its supply chain to identify any areas that may be at risk for forced labour or child labour. This project will continue into 2025.

GOVERNANCE

Responsibility for preventing and reducing the risk that forced labour and child labour is used in the production of goods or services procured by the organization is shared across the Calgary Stampede's business units and functional groups. The Calgary Stampede is committed to continuously improving its approach to human rights and striving to improve awareness and practices that can impact the issue. In 2024, the Calgary Stampede conducted a review and revised certain policies and procedures in support of organization's commitment to reducing the risk of forced labour and child labour in its supply chain.

REMEDIAL MEASURES AND REMEDIATION OF LOSS OF INCOME

The Calgary Stampede has not received any complaints relating to forced labour or child labour in its operations or supply chain, and as such has not taken any remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

The Calgary Stampede's employees receive regular training on ethical topics and its policies. All new employees are assigned a mandatory onboarding training package which includes training on the *Code of Conduct*. All employees are requested to certify their abidance to the *Code of Conduct*.

In 2024 the Calgary Stampede provided modern slavery-based training to its Board of Directors and targeted employees of the organization. This training focused on bringing awareness to the issue of forced labour and child labour in global supply chains. It also introduced the Act and our obligations as a socially responsible organization to identify and mitigate the risks of modern slavery in the Calgary Stampede supply chain.

ASSESSING EFFECTIVENESS

While the Calgary Stampede has not yet taken any actions to assess the effectiveness of the policies and due diligence processes currently in place, it will consider assessing the effectiveness in preventing and reducing risks of forced labour and child labour in its activities and supply chains at a later stage.

APPROVAL AND ATTESTATION

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of The Calgary Exhibition and Stampede Limited. In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind Calgary Exhibition and Stampede Limited.

A handwritten signature in blue ink, appearing to read 'Will Osler', written over a horizontal line.

Will Osler, KC
President & Chair of the Board
Calgary Exhibition & Stampede Limited
February 11, 2025