

| CORPORATE POLICY | | | |
|-------------------------|-------------------------------------|---------------------|-------------------|
| Department | Corporate Governance | Number | CP-006 |
| Subject | Health, Safety and Environment | First Issued | April 16, 2013 |
| | | Effective | December 10, 2024 |
| Issued to | All Members of the Calgary Stampede | Version | 08 |
| Approved by | Board of Directors | Next Review | September 2028 |

1.0 POLICY STATEMENT

The Calgary Stampede (or “Stampede”) prioritizes the safety of its members and guests and the environmental stewardship of the lands it owns and leases.

2.0 POLICY RATIONALE

The purpose of this policy is to describe the expectations and behaviours required of members to ensure that the Calgary Stampede operates in compliance with all applicable health, safety and environment legislation and to ensure that risk to members, guests, and the environment are minimized.

3.0 SCOPE

This policy applies to all members of the Calgary Stampede.

4.0 POLICY DEFINITIONS

Clients: Those individuals or businesses renting spaces on park to host events.

Executive management team: refers to the chief executive officer and the executive vice presidents.

Guests: refers to individuals who are not members of the Calgary Stampede attending functions and/or using facilities on Stampede Park.

Leaders: refers to supervisors, managers, management directors, vice presidents, the executive management team, board of directors, and committee chairs.

Legislation: refers to laws that have been enacted by a legislative body that is established and empowered to do so.

Members: refers to employees, volunteers, designates, appointees and contractors of the Calgary Stampede.

Senior management team: refers to the vice presidents and management directors of the organization as well as any additional manager designated by the chief executive officer.

5.0 POLICY DETAILS

5.1 Health, Safety and Environmental Commitment – The Calgary Stampede will:

- (i) Take all reasonable action to comply with applicable legislation.
- (ii) Establish and maintain safe working conditions and conduct operations in a responsible and conscientious manner.

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- (iii) Incorporate health, safety and environmental considerations into organizational business decisions.
- (iv) Develop policies, standard operating procedures and programs for the promotion and maintenance of physical, psychological and social well-being of members.
- (v) Maintain up-to-date health, safety and environmental operating policies and procedures.
- (vi) Communicate applicable health, safety and environment information, policies and procedures to members, clients and guests where legally required and otherwise appropriate to do so.
- (vii) Develop and maintain emergency response plans in cooperation with the Calgary Emergency Management Agency and related agencies.
- (viii) Use a risk management approach to anticipate, prevent and mitigate harm to the environment and to the health and safety of members and guests.

5.2 Leadership

- 5.2.1** The executive management team and senior management team will demonstrate the Calgary Stampede's commitment to safety.
- 5.2.2** The Calgary Stampede will maintain a work environment that enables employees and volunteers to comply with relevant legislation.
- 5.2.3** Members are responsible for complying with all applicable laws, as well as any health, safety, and environmental information, policies and procedures communicated by the Calgary Stampede.
- 5.2.4** Leaders are responsible for instilling an understanding among employees and volunteers under their direction that working safely is a condition of employment and involvement with the organization.
- 5.2.5** Leaders will monitor employees and volunteers under their direction to ensure they are competent to manage their health, safety, and environmental responsibilities. Leaders will provide the resources necessary to enable employees and volunteers to conduct their work in a safe and environmentally responsible manner.
- 5.2.6** Leaders will oversee contractors hired to perform work for the Calgary Stampede and are responsible for providing such contractors the information necessary to conduct their work in a safe and environmentally responsible manner.

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5.3 Preparedness

5.3.1 The Calgary Stampede monitors health, safety and environmental performance through an established management system that provides for:

- (i) Adherence to applicable Legislation pertaining to health, safety and environment.
- (ii) Ongoing implementation and enforcement of health, safety and environmental policy.
- (iii) A means by which to identify changes to legislation, then amend and implement corresponding changes to safety objectives and procedures.
- (iv) Continued improvement of the Calgary Stampede's health, safety and environmental performance.
- (v) Creation and support of the Joint Worksite Health and Safety Committee (Safety Action Team).

5.3.2 In the event of an incident, the Calgary Stampede will work with its service providers (where relevant) to respond promptly in a manner that protects the health and safety of members and guests, and that minimizes the incident's impact on the environment.

6.0 RESPONSIBILITY FOR POLICY ADMINISTRATION

The assigned executive has responsibility for administering and maintaining this policy.

7.0 REFERENCES

CP-003 Code of Conduct
 PS-022 Respectful Workplace & Workplace Harassment and Violence Prevention
 Corporate Response and Resiliency Program

Relevant legislation includes, but is not limited to:

- Alberta Occupational Health and Safety Act, Regulation and Code;
- Alberta Environmental Protection and Enhancement Act;
- Canadian Environmental Protection Act;
- Canada Labour Code;
- Occupiers Liability Act; and
- Safety Code Act and Regulations.

8.0 RESCIND DETAIL

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