

## **Calgary Sports and Entertainment Corporation**

### **Report on Measures to Prevent and Reduce the Risk of Forced and Child Labour in Supply Chains**

#### **I. INTRODUCTION**

This is the first report of Calgary Sports and Entertainment Corporation under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). This report sets out the information required by Act and affirms our plans to implement and further develop appropriate measures to combat forced and child labour in our supply chains.

#### **Steps taken during 2023**

CSEC first became aware of the Modern Slavery Act in late 2023 and subsequently engaged our legal counsel to assist in navigating the new reporting regime. As a result of the timing of becoming aware of the new reporting requirements, we did not take any steps in 2023 in relation to reducing the risks of modern slavery occurring in the Corporation's supply chain; however, we are not aware of any high-risk exposure to modern slavery associated with the Corporation's supply chain. We intend to continue to evaluate our reporting processes to ensure that our reporting with respect to modern slavery meets the statutory requirements.

#### **II. CSEC STRUCTURE, ACTIVITIES AND SUPPLY CHAIN**

##### **a. Structure and Activities**

Calgary Sports and Entertainment Corporation (“CSEC”) is the general partner, acting by and on behalf of its Alberta limited partnership, Calgary Flames Limited Partnership. It is located in Calgary, Alberta, Canada and is primarily focused on sports and entertainment.

CSEC operates the Scotiabank Saddledome (a seat arena and concert venue), the Calgary Flames Hockey Club (a National Hockey League franchise), the Calgary Wranglers Hockey Club (an American Hockey League franchise), the Calgary Hitmen (a Western Hockey League franchise), the Calgary Roughnecks (a National Lacrosse League franchise), and the Calgary Stampeders (a Canadian Football League franchise) through its majority ownership of the Calgary Stampeders 2012 Limited Partnership (“CSLP”).

Additionally, CSEC operates retail stores which sell Calgary Flames, Calgary Wranglers, Calgary Hitmen, Calgary Roughnecks and Calgary Stampeders merchandise. Lastly, CSEC operates a real estate division, Calgary Sports and Entertainment Real Estate Limited Partnership (“CSERELP”).

We employ over 2100 people in various parts of our business.

## **b. Supply Chain**

Our supply chains include third party suppliers of products, services and merchandise for commercial, broadcasting and sport team administration operations which suppliers sometimes import products and merchandise primarily from North America. These include, amongst others, suppliers for the following products and services:

- Broadcasting equipment/services;
- Audiovisual equipment/services;
- Technology: information technology infrastructure, hardware providers, software suppliers, public cloud services; outsourced data centre services, data, and data feeds.
- Catering equipment, products and services;
- Hockey, lacrosse and football operations equipment and services;
- Retail Trade;
- Food and Beverage;
- Retail Operations, including clothing and other items sold in store;

The majority of our first-tier suppliers are based in North America.

### **III. POLICIES AND PROCEDURES IN RELATION TO FORCED AND CHILD LABOUR**

CSEC has a number of internal policies and practices in place for our employees which set out the ethical business conduct principles with which all our employees must comply. Relevant policies that we have adopted include policies on Health and Safety, Workplace Violence Prevention, Workplace Harassment Prevention, Confidentiality and Conflict of Interest and Disciplinary policies among others.

We expect all of our suppliers to adhere to applicable laws, including those relating to labour standards, and the importation of goods into Canada made in whole or in part by forced or child labour.

### **IV. RISK ASSESSMENT, MANAGEMENT AND MITIGATION**

CSEC recognizes that certain elements of its supply chains may have a risk of forced labour and child labour. For the activities conducted at our locations we are not aware of any such risk, where risk could exist is with our suppliers.

We intend to review our suppliers over the course of 2024 to gain a better understanding of our supply chain and further improve our understanding of forced and child labour risks. As noted above, the majority of our first-tier suppliers are based in Canada and the United States. As such, we believe that our direct risks from first tier suppliers of forced and child labour are low.

### **V. EFFECTIVENESS OF OUR ACTION**

We are currently reviewing the company policies for effectiveness.

## **VI. REMEDIATION MEASURES**

We have not identified, and we are not aware of any incidents of forced or child labour in our supply chains. As such, we have taken no remediation measures. We are committed to taking appropriate remediation measures and assisting vulnerable persons to the extent we become aware of any instances of forced or child labour.

## **VII. TRAINING**

CSEC provides training sessions for all new employees, which include onboarding and familiarization with key policies and practices. We conduct staff training on safety, violence and harassment training as well as on our core values and mission.

## APPROVAL & ATTESTATION

In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Calgary Sports and Entertainment Corporation. I attest that the report has been approved by the board of directors and that, based on my knowledge and having exercised reasonable diligence, the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the 2023 reporting year.

Signature:	
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Name: Cameron Olson

Title: Executive Vice President

Date: May 30, 2024

*I have the authority to bind Calgary Sports and Entertainment Corporation*

This report was approved by the Corporation's Board of Directors in respect of the Corporation and its subsidiaries on May 30, 2024, pursuant to paragraph 11(4)(b)(ii) of the Modern Slavery Act and will be filed with the Minister of Public Safety and Emergency Preparedness.