



## **2023 Heritage Park Modern Slavery Report**

Heritage Park Society ("we", "our", "Heritage Park" or the "Corporation") has created this report to meet our requirements pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Modern Slavery Act**"). Forced labour and child labour (each as defined in the Modern Slavery Act and hereinafter together referred to as "**modern slavery**") are violations of fundamental human rights and are occurring across the globe. We recognize the responsibility to continue to take steps to combat modern slavery in our business and supply chains.

The Corporation takes modern slavery and our reporting requirements very seriously and we are committed to ensuring that we adhere to such requirements. We will continue to evaluate and assess our processes concerning modern slavery in our business over time to ensure we are meeting all applicable reporting requirements and other legislation relating to modern slavery.

The Corporation is an entity that is subject to the reporting requirements of the Modern Slavery Act. This report covers the Corporation's activities during our previous financial year, from January 1, 2023 to December 31, 2023.

### **Steps Taken During 2023**

The Corporation first became aware of the Modern Slavery Act in 2024 after it came into force 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.

### **Structure, Activities and Supply Chains**

- **Structure:** Heritage Park is a registered charity, provincially incorporated in 1963 in the Province of Alberta under the *Societies Act*. Heritage Park currently has 13 members on the Board of Trustees and 3 Officers. Heritage Park employs 133 full-time employees and over 600 seasonal and part-time employees each year. Heritage Park is located in the City of Calgary on a 127-acre peninsula of prime parkland surrounded on three sides by the Glenmore Reservoir.
- **Activities:** Heritage Park's mission is to connect people with the settlement of Western Canada by preserving and sharing Western Canadian heritage. We offer guests an authentic, historical experience from four key time periods. We have more than 180 exhibits, 55,000 artifacts and attractions which include an antique steam train, a paddlewheel ship, farm animals at the ranch, a First Nations area, exhibits on Western Canada's energy past, present and future at Prospect Ridge, a bustling prairie town and one of the world's largest public collections of antique vehicles at Gasoline Alley Museum. Heritage Park offers a variety of interactive, interdisciplinary and fun learning programs for school field trips, youth groups, summer camps and more. Heritage Park has a variety of food and retail offerings and freshly baked goods from our famous on-site bakery.



Heritage Park's revenue was \$30 million CAD at December 31, 2023, with \$80 million in assets. Additional information, including the 2023 Annual Report, is available on the Company's website at [www.heritagepark.ca](http://www.heritagepark.ca).

- **Supply chains:** Heritage Park procures 97% of our goods and services from Canadian vendors. The remaining 3% are procured from U.S. vendors including 1 large international organization, which represents 50% of our payments to U.S. vendors, that has a zero-tolerance approach to modern slavery. The nature of payments to vendors ranges from contract services, employee benefits, food, equipment, licenses and supplies. Heritage Park's top 10 vendors supplied 35% of goods and services, indicating strategic, long-term relationships.

## **Policies and Due Diligence**

### ***Policies***

Heritage Park does not have any current policies in place in relation to mitigating risks related to modern slavery. The Corporation may in the future consider implementing policies designed to mitigate the risks of any actual or perceived modern slavery occurring in relation to its business or operations.

Below, we have provided an overview of the relevant policies that we currently have in place:

- **Code of Conduct:** Our Code of Conduct is intended to establish a culture of honesty and high ethical standards. This policy includes guidelines on topics such as conflict of interest, compliance, business ethics, health and safety.
- **Whistleblower Policy:** We have established a whistleblower policy which encourages reporting of the various forms of misconduct, including concerns related to workplace harassment and safety. This reporting mechanism is accessible to all Heritage Park employees, volunteers, contractors, consultants, and vendors. It allows for anonymous submissions and treatment of complaints.
- **Harassment and Workplace Violence Policy:** Heritage Park has a Harassment and Workplace Violence Policy which is intended to provide a work environment that is safe, violence free, and inclusive, where employees are treated with respect and dignity without harassment or threatening or violent behavior. It applies to employees, volunteers, contractors, suppliers and their respective employees.

In addition to the above, we intend to regularly evaluate our approach with respect to modern slavery to ensure the effectiveness of our methodology, including amending existing policies and implementing new policies, as necessary, to mitigate the risks of modern slavery from occurring in our business or operations to the extent determined necessary.

### ***Due Diligence***

Given the timing of the implementation of the Modern Slavery Act, the Corporation has not historically undertaken any steps to conduct due diligence relating to mitigating the risks of modern slavery occurring in relation to our business or operations; however, we are not aware of any high-risk exposure to modern slavery associated with the Corporation's supply chain. We may in the future consider implementing



additional procedures to ensure we are not unknowingly engaged in business with any entities involved in modern slavery.

**Activity and Supply Chain Risks**

The Corporation is not aware of any high-risk exposure to modern slavery associated with the Corporation's business or supply chains.

**Remediation Measures**

We are not aware of the existence of modern slavery in our business and the supply chains that support our operations and as such, we have not taken any measures to remediate any forced labour or child labour or to remediate the loss of income to the most vulnerable families that resulted from any measure taken from any of the Corporation's actions.

**Employee Training**

The Corporation has not trained employees about modern slavery or the new reporting requirements under the Modern Slavery Act.

**Assessment of Effectiveness**

The Corporation has not yet implemented any policies or processes to assess our effectiveness in ensuring that modern slavery is not used in the Corporation's business or supply chains.

**Approval and Attestation of the Report**

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

In accordance with the requirements of the Modern Slavery Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for Heritage the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest, on behalf of the Corporation, and with no personal liability, that the information in this report is true, accurate and complete in all material respects for the purposes of the Modern Slavery Act, for the reporting year listed above.

A handwritten signature in blue ink, appearing to read 'L. O'Reilly'.

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Lorne O'Reilly  
Chair of Heritage Park Society Board

May 30, 2024  
I have the authority to bind the Corporation.