



2023 Lindsay Park Sports Society Modern Slavery Report

Lindsay Park Sports Society ("we", "our", "LPSS" or the "Society") operating as the MNP Community & Sport Centre ("MNPCSC" or the "Centre") 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. We recognize the responsibility to continue to take steps to combat modern slavery in our business and supply chains.

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

Steps Taken During 2023

The Society first became aware of the Modern Slavery Act in 2024 after it came into force. 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 Society's supply chain; however, we are not aware of any high-risk exposure to modern slavery associated with the Society'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:** LPSS is a not-for-profit organization, provincially incorporated on May 9, 1983, in the Province of Alberta under the *Societies Act*. LPSS has 11 members on the Board of Governors and three Officers. As of December 31, 2023, MNPCSC employed 44 full-time employees and 244 part-time employees. MNPCSC is in the City of Calgary, Alberta at 2225 Macleod Trail SE.
- **Activities:** The Centre's mission is "passionate about sport – and people – and community." The Centre is a world class sport and fitness facility that inspires individuals and teams to achieve their goals and dreams through innovation, expertise, and passion.

The Centre is dedicated to enhancing the quality of life in our community by providing a world class facility that promotes an active lifestyle for people of all ages and abilities. We aim to be the hub for training high performance athletes and providing a diverse range of fitness and recreational activities that cater to the diverse needs and interests of all Calgarians.



The Centre operates under a dual mandate as directed by The City of Calgary to support members and sport partner athletes. We are in constant pursuit to successfully balance our dual mandate and are proud to offer our facility and services to these diverse groups.

As of December 31, 2023, the Centre had 6,000 members and over 9,000 short-term passholders. Nearly 50,000-day pass users visited the Centre in 2023. As well, nearly 6,000 athletes representing 32 sport partners trained at the Centre in 2023. Annually, MNPCSC hosts 50 local, provincial, national, and international competitions.

LPSS' operating revenue for the year ended December 31, 2023, was \$13.7 million CAD, with \$35.8 million CAD in assets. Approximately \$15.6 million CAD of the assets on December 31, 2023, were in the form of cash advanced by the City of Calgary and the Province of Alberta for expansion and renovation of the Centre. Additional information, including the 2023 Annual Report, is available on MNPCSC's website at www.mnpcentre.com.

- **Supply chains:** The Society incurred \$11.8 million CAD in operating expenses in fiscal 2023. The Society's largest operating expense category is salaries, wages, and benefits, which accounted for 55% of 2023 operating expenses. Utilities, paid to the City of Calgary's owned energy services provider, ENMAX, accounted for an additional 15% of 2023 operating expenses. The third largest operating expense category incurred by the Society was custodial and janitorial supplies, which accounted for 5% of the 2023 operating spend.

Non-operating expenses totaled \$1.4 million in fiscal 2023 and were comprised of expansion fees (e.g., architectural design, pre-construction planning, engineering, and project management), amortization, and staff bonuses.

Building modifications, and capital expenditure spend totaled approximately \$500,000 and \$730,000, respectively, in 2023.

In 2023, the Centre procured 99% of its goods and services from Canadian vendors. The remaining 1% was procured from United States vendors.

The nature of payments to vendors mainly includes advertising, architectural services, cleaning services, engineering services, equipment, IT support, legal services, licenses, maintenance, project management, repairs, supplies, and utilities. The Society's top ten vendors accounted for 70% of its 2023 non-salaries, wages, and benefit spend, indicating strategic, long-term relationships.



Policies and Due Diligence

Policies

LPSS and MNPCSC do not have any current policies in place to mitigate risks related to modern slavery. The Society and the Centre 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 respect, high ethical standards, honesty, and trust.
- **Human Rights Policy:** The Society is committed to providing equal treatment with respect to employment according to the protected grounds as established under the Human Rights Act of Alberta. LPSS has adopted this policy to ensure that our employees are provided with meaningful employment that is ethical and fair and follows all applicable employment and human rights legislation.
- **Whistleblower Policy:** LPSS is committed to integrity and ethical behaviour in the workplace and will foster and maintain an environment where employees can work safely and appropriately, without fear of retaliation. We have established a whistleblower policy that encourages reporting of various forms of wrongdoing that may adversely impact LPSS, our customers, employees, sponsors, or the public at large, without fear of retaliation or a negative impact on their employment status at LPSS. This reporting mechanism is accessible to all MNPCSC employees, volunteers, contractors, consultants, and vendors. It allows for anonymous submissions and treatment of complaints.
- **Workplace Bullying, Discrimination, Harassment and Violence Policy:** MNPCSC has a Workplace Bullying, Discrimination, Harassment and Violence Policy that is intended to ensure that employees can complete their duties in a safe environment, without fear of bullying, discrimination, harassment or violence. Our facility exists to provide all users (employees, customers, sport partners, and visitors) with opportunities to participate in sport and other physical activities in a safe and positive environment.

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 Society has not historically undertaken 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 Society'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 Society is not aware of any high-risk exposure to modern slavery associated with the Society’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 Society’s or the Centre’s actions.

Employee Training

The Society and the Centre have not yet trained employees about modern slavery or the new reporting requirements under the Modern Slavery Act but will investigate doing so in the future.

Assessment of Effectiveness

The Society and the Centre have not yet implemented any policies or processes to assess our effectiveness in ensuring that modern slavery is not used in the Society’s or the Centre’s business or supply chains but, again, will investigate doing so in the future.

Approval and Attestation of the Report

This report was approved by the Society’s Chair of the Board on May 28, 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 LPSS, the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest, on behalf of the Society, 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 black ink, appearing to read "Chris Miles", is written over a horizontal line.

Chris Miles
Chair of Lindsay Park Sports Society Board of Governors

May 28, 2024
I have the authority to bind the Society.