

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Annual Report

(Fiscal Year ending March 31, 2026)

Introduction

Banff Centre exists for the advancement of creative potential that enriches our world and understands that modern slavery, in any form, is antithetical to advancing human expression, wellness and capacity. As reported in this annual report, Banff Centre remains committed to reviewing and strengthening its internal policies, processes and practices to support compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

During this reporting period, Banff Centre continued to take initial steps to understand and address supply chain risks.

Organization Structure, Activities and Supply Chain

Banff Centre is a public post-secondary institution continued pursuant to the *Post-Secondary Learning Act* (Alberta) and located in Banff, Alberta. Provincially mandated to provide non-parchment adult education in the arts, cultural leadership and indigenous leadership, Banff Centre is governed by a board of governors comprised of the President and CEO and up to fifteen members appointed by the Lieutenant Governor in Council (6) and the members of the board (9).

Banff Centre’s core activities include arts and leadership programming ranging from short-duration sessions and seminars to multi-week residencies and practicums. Banff Centre also operates a conference and hospitality business that provides participants with meals and accommodation during their programming and supports mission-aligned conferences attended by third-party conference organizers.

Banff Centre does not produce or export any goods. However, Banff Centre imports the following items on a regular basis, mostly from the US (but manufacturing may be in Asia) and a small portion from the UK, Europe or directly from China: furniture, electronics, audio-visual equipment (media hardware, duplicating equipment), photo equipment and supplies, printmaking equipment and supplies, sculpture equipment and material, costume parts and material, piano parts, theatre light and rigging equipment, promotional items such as ceramic mugs. Sometimes, Banff Centre may have larger orders imported from outside Canada.

Policies and Due Diligence

Many of Banff Centre’s policies and procedures are publicly available on its website at <https://www.banffcentre.ca/policies-procedures> including Banff Centre’s Supplier Code of Conduct which establishes ethical, sustainable and socially responsible business practices for all Banff Centre suppliers.

During the reporting period, Banff Centre continued to integrate forced labour and child labour considerations into its procurement practices. This includes the application of its Supplier Code

of Conduct to vendors, ongoing review of procurement practices, and monitoring of emerging regulatory guidance and best practices.

Banff Centre is in the early stages of developing a more formalized, risk-based due diligence framework to identify, assess, and address risks of forced labour and child labour within its supply chains.

Supply Chain Risks

Banff Centre is in the process of assessing the risk that forced labour or child labour may be present at any stage of the production of goods imported into Canada. This includes reviewing available data sources, such as CBSA reporting, and considering the nature, origin, and categories of goods procured.

As of the date of this report, Banff Centre has not completed its risk assessment and therefore cannot yet determine the level of risk within its supply chains.

Risk Mitigation

Banff Centre has taken initial steps to prevent and reduce the risk of forced labour and child labour in its supply chains by adopting and implementing a Supplier Code of Conduct for applicable suppliers and by engaging in ongoing monitoring of regulatory developments and industry practices. Banff Centre will continue to develop and implement additional mitigation measures as its risk assessment processes mature.

Remediation Measures

Banff Centre has not identified any instances of forced labour or child labour in its supply chains as of the date of this report. Accordingly, no remediation measures, including measures to remediate loss of income to vulnerable families, have been required.

Banff Centre will continue to develop its approach to remediation as part of its evolving due diligence framework, to ensure appropriate action can be taken if risks or instances are identified in the future

Training

Banff Centre's Manager of Procurement and Supply Management continues to attend information sessions hosted by Public Safety Canada and external consultants, when possible. Banff Centre continues to monitor updates in this area from a number of industry-based communication and information services.

Broader internal awareness and training initiatives are under consideration to support compliance and to ensure that relevant personnel understand risks related to forced labour and child labour in supply chains.

Assessing Effectiveness

Banff Centre is in the early stages of developing processes to assess the effectiveness of its efforts to prevent and reduce the risk of forced labour and child labour in its supply chains.

These processes are expected to evolve as Banff Centre enhances its risk assessment and due diligence framework.

Approval

This report has been approved by the Board of Governors (the governing body of Banff Centre) as of May 29, 2026, and will be reviewed annually.

Dated: May 29, 2026

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Chris Lorway, President and CEO, Banff Centre