

Fighting Against Forced Labour and Child Labour in Supply Chains Act
Annual Report

(Fiscal Year ending March 31, 2025)

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 developing internal policies and processes that reflect and support its responsibility to complying with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act").

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: 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. An example is the Jenny Belzberg Theatre seating that was manufactured in Colombia.

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>. Since the 2024 report, Banff Centre has approved and adopted a Supplier Code of Conduct applicable to all individuals and entities supplying goods and/or services to Banff Centre.

Supply Chain Risks

Banff Centre received its Facility Information Retrieval Management System (FIRM) report from the Canada Border Services Agency and is in the process of reviewing the FIRM report. As of the date of this report, Banff Centre has not yet determined the level or risk that forced labour or child labour is used at any step of the production of goods that are imported into Canada by Banff Centre.

Remediation Measures

Because Banff Centre has determined that there is a low risk that forced labour or child labour is used at any step of the production of goods that are imported into Canada by Banff Centre, Banff Centre has not established any measures to remediate any forced labour and/or child labour or loss of income to the most vulnerable families that results from any measures taken to eliminate the use of forced labour and/or child labour in Banff Centre's supply chain.

Training

As of the date of this report, members of Banff Centre's management have attended various information sessions hosted by Public Safety Canada, external consultants including Banff Centre's external accounting and auditing firm, and other industry groups regarding ongoing compliance with the Act. Banff Centre continues to monitor updates in this area from a number of industry-based communication and information services.

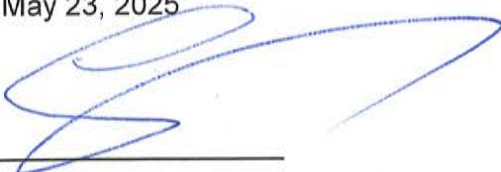
Evaluation

Banff Centre will continue to evaluate its effectiveness in ensuring that forced labour and/or child labour are not being used in its supply chains. Banff Centre has approved and adopted a Supplier Code of Conduct applicable to all individuals and entities supplying goods and/or services to Banff Centre which will help increase awareness and compliance by suppliers while Banff Centre continues to evaluate and assess the risks of forced labour and/or child labour in Banff Centre's activities and supply chains.

Approval

This report has been approved by the Board of Governors (the governing body of Banff Centre) as of May 23, 2025, and will be reviewed annually.

Dated: May 23, 2025

A handwritten signature in blue ink, appearing to read 'Chris Lorway', is written over a horizontal line.

Chris Lorway, President and CEO, Banff Centre