



**The Calgary Zoological Society**

**Fighting Against Forced Labour and Child Labour in Supply Chains Act Report  
for Fiscal Year 2025**

Approved by the Board of Directors on April 23, 2026

## **Introduction**

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) requires certain entities that do business in Canada to report on actions they have taken during the previous fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. This report was prepared by The Calgary Zoological Society (the “**Society**”) and describes the steps taken by the Society for the fiscal period of January 1, 2025 to December 31, 2025 to prevent and reduce the risk of forced labour and child labour in its own operations and supply chains.

## **Who we are**

The Society is a not-for-profit organization incorporated under the Societies Act of the province of Alberta and a registered charity under the Income Tax Act of Canada. The Society has an independent Board elected by its members that oversees the governance of the organization.

## **What we do**

The principal activity of the Society is operating the Wilder Institute / Calgary Zoo (“**WICZ**”) in Calgary, Alberta. WICZ is an integrated zoological, botanical and prehistoric park. Operating the park also includes operating retail shops and concessions, running education and school programs, as well as hosting private events.

## **Our supply chain**

Goods used in the operation of WICZ are largely sourced within Canada. However, analysis of our supply chain in 2025 identified certain goods purchased from outside of Canada. These goods are largely from the United States and are primarily the acquisition of inventory for sale in our retail shops, but also include materials for capital projects and equipment for the animals in our care. The value of these imported goods equated to approximately 3.9% of total expenditures in 2025.

In addition, the Society is the importer of record for any of the animals in our care that sourced from outside of Canada. These animals are primarily sourced from accredited zoos in the United States and Europe, although we have occasionally sourced animals from other regions in the past. (Note: there were no animals sourced from international regions other than the United States or Europe in 2025). The animals are transferred on a non-monetary basis according to breeding recommendations for the species.

## **The risk of forced or child labour**

Our imported, purchased, goods are sourced from well established, reputable suppliers. While our US based retail inventory suppliers are extremely unlikely to utilize forced or child labour directly, they do source goods manufactured in a number of different countries.

The international, accredited, zoos that we source animals from are subject to periodic inspections of their operations by their accrediting body. The accrediting bodies for the United States and Europe are the Association of Zoos & Aquariums and the European Association of Zoos and Aquaria, respectively. Standards for accreditation cover not only the care of the animals but also general business practices of accredited zoos, including their labour practices. As such, these

American and European zoos are extremely unlikely to utilize forced or child labour directly. While animals are bred within a network of accredited zoos it is possible that animals were ultimately sourced from regions outside of the United States and Europe where their regional accreditation is not as all encompassing with regards to business practices.

Overall, we assessed the Society's forced or child labour risks, including in our own operations and in relation to goods we acquired during the 2025 reporting period, to be low. We have not identified any forced labour or child labour in our activities and supply chains.

**How we address the risk – Policies, due diligence, training, and assessing effectiveness**

The Society has a mandatory Code of Conduct policy for all staff which includes Contracting and Procurement. This section includes the following requirement “the [Society] seeks to work with contractors and suppliers who contribute to sustainable development, meet health and safety standards and legislation, and are economically, environmentally, and socially responsible.”

The Society also has a Whistleblower policy for all staff. If any staff member were to become aware of potential issues relating to workplace safety or forced or child labour, they are able to communicate this directly to the Board of Directors on a confidential basis.

Select staff members whose responsibilities include procurement and animal transfers outside of Canada have been trained on the basic requirements of the Act. A questionnaire for new vendors and accredited zoos outside of Canada was created and shared with those staff members to use at their discretion. The questionnaire covers risks and mitigating policies and procedures that non-Canadian entities have with regards to forced and/or child labour.

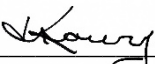
**Remediation of forced or child labour**

Given that we have not identified any forced labour or child labour in our activities or supply chains, the Society did not undertake any measures during the 2025 reporting period to remediate forced or child labour or the loss of income to the most vulnerable families that result from any measure taken.

**Approval and Attestation**

This report was approved by the board of directors of The Calgary Zoological Society on April 23<sup>rd</sup>, 2026

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Signature:  \_\_\_\_\_

"I have the authority to bind The Calgary Zoological Society."

Name: Jennifer Koury

Title: Board Chair

Date: April 23<sup>rd</sup>, 2026

Signature:  \_\_\_\_\_

"I have the authority to bind The Calgary Zoological Society."

Name: Thomas Lui

Title: Treasurer

Date: April 23<sup>rd</sup>, 2026