



Assiniboine Park
Conservancy

2025 REPORT

UNDER THE FIGHTING AGAINST FORCED
LABOUR AND CHILD LABOUR IN SUPPLY
CHAINS ACT (CANADA)

MAY 1, 2026





Assiniboine Park
Conservancy

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Assiniboine Park Conservancy Inc.

2025 Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

INTRODUCTION

This report, prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the Act), pertains to steps undertaken by the Assiniboine Park Conservancy Inc. (APC) to prevent and reduce the risk that products and/or services used, sold, or provided by APC were produced with forced labour or child labour in Canada or elsewhere. The report is related to the financial year ending December 31, 2025.

BACKGROUND

Founded in 2008, APC is a not-for-profit organization responsible for the operation and development of Assiniboine Park located in Winnipeg, Manitoba, Canada.

The Park is home to popular attractions like the Assiniboine Park Zoo and The Leaf. Winding trails, wide open green space, recreational amenities, and breathtaking gardens encourage people to be active and spend time outdoors. Educational programs, free outdoor entertainment, public art galleries, and a variety of events and activities provide opportunities for learning, celebration, and recreation year-round.

In June 2025, APC entered into a new partnership with Levy Canada to enhance food, retail, and hospitality operations across the Park. The partnership is intended to elevate the quality, consistency, and variety of offerings available to guests, while supporting welcoming, well-serviced spaces throughout the Park.

APC is governed by a Board of Directors comprised of community leaders whose affection for the Park translates into a deep sense of responsibility to our stakeholders. They provide leadership, valuable guidance, and essential connections to the communities we serve. The Board of Directors includes accomplished and respected leaders in our business, philanthropic, Indigenous, and post-secondary communities as well as representation from the City of Winnipeg.



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MISSION, VISION, AND VALUES

APC exists to connect people to nature and each other through a variety of experiences. Our vision is to be a thriving, welcoming, and innovative hub of connection, conservation, inspiration, and wellness. We are committed to cultivating a culture of inclusivity that embraces diversity in all forms, growing a workforce that reflects the diverse community we serve, and nurturing a sense of community within our Park that makes all feel welcome.

Our conservation and research programs support animals in our care and conservation efforts in the wild. Researchers are engaged in projects that are expanding our collective knowledge of the amazing animals with whom we share our planet. We engage with visitors and the community through conservation action and education, inspiring them to value wild things and wild places.

Our environmental sustainability strategy is focused on reducing our ecological footprint, protecting natural resources, and identifying measurable sustainability targets with a focus on waste reduction and management, recycling, water conservation, energy efficiency, environmental health, transportation, green space management, and sustainable procurement.

OPERATIONS

APC operations include:

- Garden and green space management (horticulture, forestry, grounds)
- Retail services
- Educational services
- Recreational services
- Food and beverage services
- Event management
- Animal care and welfare
- Conservation and research programs
- Facility management and operations
- Corporate services – finance, marketing and communications, fundraising, information technology, human resources



STEPS TAKEN TO REDUCE THE RISK OF FORCED LABOUR OR CHILD LABOUR

APC has undertaken the following initiatives to prevent and reduce the risk of forced labour in the creation of products and/or services that support our operations.

Retail Purchasing Guide

APC created a purchasing guide to enrich and build relationships with our suppliers so we can provide merchandise that enhances the overall visitor experience at The Leaf and Zoo, and to help ensure we are working with products and suppliers based on the principles of integrity, equity, accountability, and sustainability.

The guide identifies organizational priorities around the protection of human rights including a requirement that no supplier or their supply chain will use forced labour or child labour. Vendors must sign an agreement attesting to these requirements.

Procurement Policy

This policy requires that APC adheres to tendering guidelines consistent with the City of Winnipeg, which includes due diligence policies and processes for identifying, addressing, and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains.

Tendering and Vendor Requirements

APC's tendering templates incorporate a reference for suppliers to adhere to federal and provincial ethical and sustainable procurement practices. New vendors must complete a vendor form that acknowledges their agreement to comply with all terms and conditions outlined in contracts and purchase orders, inclusive of the commitment to comply with all international, federal, provincial, and local laws and ordinances related to fair labour, forced labour, and corruption.



Human Resource Policies

APC holds itself to a high standard of ethical conduct, both within its own community of employees and volunteers, and in all of its external relationships and interactions. We have created numerous internal human resource policies to ensure that our employees and volunteers execute their duties and conduct themselves in a manner consistent with our standards, operational policies and procedures, and our mission, vision, and values. This includes a code of conduct, conflict of interest policy, and respectful workplace policy.

RISK ASSESSMENT

Assiniboine Park Conservancy recognizes that there is a potential risk of forced labour or child labour within global supply chains. While the majority of direct suppliers of goods and services used, sold, or provided to APC are based in Manitoba, Canada, the organization is committed to taking reasonable steps to prevent and reduce these risks through responsible procurement practices, supplier expectations, and ongoing review of its operations and supply chain.

Assiniboine Park Zoo holds accreditation from the Association of Zoos and Aquariums and is a member of the World Association of Zoos and Aquariums. The majority of animals at the Zoo are either born and raised in our care or transferred here from other accredited zoos in Canada and the United States. Accredited institutions undergo regular review by their governing bodies and are required to meet established standards that encompass animal welfare, organizational practices, and labour conditions. Accordingly, the risk of forced or child labour being directly linked to these institutions or our animal care practices is considered minimal.

Based on current assessments, no instances of forced labour or child labour were identified within our operations or supply chains in 2025.



APPROVAL AND ATTESTATION

This report was approved by the Assiniboine Park Conservancy Inc. Board of Directors for the financial year ended December 31, 2025, in accordance with the Act.

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 or entities 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.



Ray Karasevich
President & Chief Executive Officer
Assiniboine Park Conservancy

May 1, 2026

